

CORONAVIRUS ALERT

Advice from Nautilus and industry on dealing with COVID-19 coronavirus

INDUSTRY

Nautilus endorses Coming Ashore scheme helping seafarers into new careers

NL NEWS

Netherlands branch recruitment campaign: lay rep shows the way

HEALTH AND SAFETY

Have your say in Solent University research on poorly-fitting PPE

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telegraph



SPEAKING OUT ON STCW

Nautilus Federation members pool their expertise to press for changes to the international training standards for seafarers

Royal Fleet Auxiliary Service



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Editor's letter

As the COVID-19 coronavirus ravages through Europe and the world it feels like we

are living through unprecedented times. Countries are closing their borders, and travel is being curbed in ways unseen since the Second World War.

Spare a thought then for the unsung heroes who are valiantly keeping world trade flowing despite increasing restrictions.

In the United Kingdom, 95% of all trade into and out of the country moves by sea. Globally that figure is 90%. We argue that seafarers should be given special measures and exemptions from travel restrictions, otherwise world trade will grind to a halt: **see page 16.**

Just like many other key transportation workers, seafarers' jobs have been affected as employers ground ships and run on skeleton staff. To answer members' queries on their employment rights and COVID-19, we have put together some FAQs based on the Maritime Labour Convention, 2006 (MLC) and Seafarers' Employment Agreement (SEA): **see page 18.**

Also in this edition, we publish unique Nautilus Federation survey results on proposed changes to STC: **pages 28-31.** Nearly 1,000 seafarers took part in this vital international research that seeks to keep training fit for purpose for many years to come.



Helen Kelly

Nautilus International
Head of Communications

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Cover image: STCW training
Image: Eric Hourri



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To let us know your new address, go to www.nautilusint.org and log in as a member, or contact our membership department on +44 (0)151 639 8454 or membership@nautilusint.org.

The membership team can also cancel your print copy if you prefer to read the telegraph online at nautilusint.org.



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Mark Dickinson MSc (Econ)

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Nautilus International also administers the Nautilus Welfare Fund and the JW Slater Fund, which are registered charities.

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Comment

With the world in the midst of a global health pandemic, general secretary **Mark Dickinson** expresses concern about the impact on the shipping industry and calls for special measures to protect seafarers

In the 1930s, the MP Lady Nancy Astor suggested to the UK parliament that seafarers should be compelled to wear yellow armbands when ashore to warn others they were potential carriers of venereal disease.

One would like to think the world has moved on since then, but sadly the outbreak of the COVID-19 coronavirus has once again seen seafarers bearing the brunt of this global pandemic. We have already witnessed ships being denied entry to port, shore leave being denied, crew changes prohibited, pre-employment screening of seafarers, and flag states requesting exemptions from the strict requirements of the Maritime Labour Convention (MLC) so that crew can be denied repatriation. Worryingly, some of these actions are in breach of international conventions on human rights and the facilitation of maritime traffic.

I cannot recall a time when such an unexpected development has resulted in such frenetic activity, bordering upon panic, across the entire world. As the list of countries with outbreaks of the COVID-19 virus grows longer by the day, the numbers of confirmed infections spiral by the hour. And with an escalating rate of morbidity in excess of 3% of those infected, this alarm is surely justified.

I am genuinely concerned about the impact on seafarers and their ability to work, join and leave their ships. Reports of the selfless action of crews on vessels such as the Dutch-registered *Westerdam* and the UK-registered *Diamond Princess* – which have many Nautilus members onboard – left me feeling humbled. Such huge cruise ships, each with thousands of passengers and hundreds of crew members in lockdown, in a medical emergency that ultimately, in the case of the *Diamond Princess*, led to the reported deaths of six passengers. It is hard to imagine what it would be like for all concerned, not least for the maritime professionals who continue to

● ● ●
Facilitating trade is our business – for which we should get more respect, better protection and greater recognition



do their duty in such harrowing circumstances.

These developments remind me of last month's comment about the MLC, because it stipulates a 12-month maximum tour of duty, reduced to 11 months onboard as a seafarer is entitled to paid annual leave to be taken within the year. That standard, and the experience of the response to viral outbreaks at sea, must now surely be considered in any forward-looking strategy to improve the MLC.

While it is good to see the International Labour Organisation (and the International Chamber of Shipping producing guidelines that underline the need to prioritise the health and safety of crew, the impact of the COVID-19 outbreak on our members and the shipping industry is growing by the day.

Global trade is slowing, events, meetings, conferences are being cancelled and all but essential travel is cut. Travel restrictions are being placed on over-70s. All of this is having a devastating impact on the ferry and cruise sectors, raising serious questions about the impact on the jobs of our members. Business as usual is most definitely not on the agenda for now and the immediate future, but any response by governments must be measured, targeted and not damage the industry or jeopardise the employment of our members. With 90% of everything moving by sea to do so would be an act of utmost folly.

Seafarers as ever will be among those facing the consequences of this pandemic as one thing has not changed over the centuries: germs follow people, people follow trade and facilitating trade is our business.

The critical role of seafarers needs to be recognised and special measures introduced now to ensure the shipping industry can continue to keep the world moving. That must include reassurances over job security, extra medical protection and testing and the facilitation of crew rotation and repatriation. And let's not forget amid all this frenetic activity that the rights of seafarers under international conventions must be respected. **i**

INBOX

Your space to join the debate on the issues that matter to maritime professionals

What's on your mind?

Use these pages to tell your fellow maritime professionals what you're thinking – preferably in under 300 words. Photos illustrating your point are also welcome.

You can ask not to be identified by name, or to be known only by your Nautilus membership number, but you must let the Telegraph have your name, address and membership number.

The editor reserves the right to crop or edit readers' letters, and to refuse publication. Letters will be published as space permits.

Send your letter to the Editor, Telegraph, Nautilus International, 1&2 The Shrubberies, George Lane, South Woodford, London E18 1BD, or email telegraph@nautilusint.org.

Great to see these women at sea

Re. 'Meet our women members' in the March 2020 Telegraph: The article by my former colleague Heather Enness was first class and reflected both the positive aspects of being at sea and the potential difficulties one might face as a woman.

There could be no better pursuit than to encourage a better gender balance at sea, something long overdue. It was always a delight when we, in such a male

dominated industry, encountered these changes.

Without doubt Heather is correct in stating that there is a future for British seafarers, and she has clearly demonstrated through all her hard work and training that whoever you are, you can still make a brilliant career out of it.

One last thing: Heather makes reference to working as a team and not placing yourself above others. As a well-qualified and experienced deck officer,

it's a point she clearly understands.

Sharing a cup of tea and having a chat on the rear deck of a car ferry has more value than you can imagine. The Merchant Navy was always at its best when this attitude was adopted, and it is something that has been passed down over long generations. Something that is often very difficult for people ashore to understand.

Nick Balls
Membership no 174303

The View From Muirhead

www.thefreakywave.com



Environment picture was used in error

I may be mistaken, but having sailed on the ship shown in the environment article (March 2020 Telegraph, page 37) and having a copy of it from the 1980s, I'm not sure the picture was taken in the Gulf of Alaska. None of that class was ever there and they have all been scrapped or sank on tow to scrap, some time ago. I sailed on all in the class of six except one.

C R Mackay

The editor responds:

Our thanks to several readers for letting us know about this. It appears that the photo in question was mislabelled in our archives, so please accept our apologies for that. We have removed the picture from online versions of the article.



Health checks should be for passengers too

Isn't it time that cruise ship companies vetted the health of passengers before embarkation? From the news bulletins it appears that most of them were sick geriatrics before the virus. If the officers and crew are required to have a valid medical certificate, why not the passengers?

Martin Heard

Centaur can be seen at HCMM



I very much enjoyed the article in the March Telegraph magazine by Andrew Linington about 'Ships of the Past – Centaur'. We have the great pleasure to have an excellent model of the vessel onboard our wonderful Livery Hall ship Wellington. It was kindly donated by Captain Whyte, who served on the ship in the late 1960s.

Angus Menzies
Commodore Royal Navy
The Clerk, Honourable Company of Master Mariners

Join us for Clan Line reunion

The annual Clan Line Steamers reunion will take place at The Liner Hotel in Liverpool on Wednesday 7 October 2020. This is one of the last remaining reunions to be held by a former major UK shipping line. Sadly, a number of the other UK major shipping company's reunions have desisted in recent years.

The reunion is open to all former employees, spouses and partners, both sea-going and shore-staff of the British and Commonwealth Shipping Company.

The reunion consists of a three course lunch, bar refreshments and raffle and is generously supported by the Cayzer family. In excess of a hundred former employees, spouses and partners attended last year's event.

We look forward to welcoming all attendees, especially new and first timers to this year's reunion. No walk-ups: you have to be registered on the invitation database in order to attend.

For further information regarding this year's reunion and to be added to the invitation database please contact Catharina Smith at Cayzer House. Email: **Catharina.Smith@Caledonia.com** or call +44 (0)20 7802 8453.

Dave Tyler
Membership no 142039

Enjoyable day on Lyme Bay

I am writing to thank the captain and crew of the RFA Lyme Bay for welcoming the Sea Cadets of TS Duncan 113 onboard for a tour of the vessel while berthed at Dundee.

The visit took place at the end of February and the Cadets thoroughly enjoyed the experience, especially commenting on the friendliness of the ship's personnel.

The captain presented a ship's plaque to the officer in charge and has been invited to our unit, where he has kindly offered to give a talk on his experiences of life at sea.

Dave Tyler
Membership no 142039



Tweets of the month



SecretCaptain

@TheSecretCapt

1. Will we ever get off the ship?

We are not on a cruise ship affected by the #COVID19 virus. However, we are experiencing restrictions. #coronavirus

2. More and more ports are refusing to allow crew changes, irrespective of where you have been trading. You can still fly in and out of these countries so why are seafarers being victimised? #COVID19 #coronavirus

3. All onboard are wondering when they will get home to see their loved ones.

4. Seafarers at home on #leave will stop being paid when their leave expires. They are ready to rejoin #ships but due to these restrictions they cannot. It's miserable out here.



Danny McGowan

@danny_union

Great to meet with Sharon Li, director, and Daniel Tan Keng Hui, general secretary, of the Singapore Organisation of Seamen today. SOS is one of two Nautilus Federation affiliates in Singapore that we work with.

Nautilus International

@nautilusint

Gender equality is essential for economies and communities to thrive. We are dedicating the month of March to our talented female seafarers. Check out their #CareersatSea: nautilusint.org/en/meet-members #EachforEqual @WistaInt @WistaUK

Mark Dickinson

@Mdickinson1262

Good morning on International Women's Day. Today I spend time with my mum but solidarity with all the other amazing women who strive every day to make the world a better place #IWD2020

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NEWS

HAVE YOUR SAY

Diversity Forum

Nautilus International's new Equality and Diversity Forum is expecting to go ahead with its first meeting of the new decade on Tuesday 21 April 2020 in London.

For more information on how to sign up, see page 58 

Compulsory redundancies avoided at PNTL after robust negotiations

Unions working with Pacific Nuclear Transport Limited (PNTL) on its decommissioning plans for the UK-flagged nuclear fuel carrier Oceanic Pintail hope to avoid compulsory redundancies due to a good response to a voluntary redundancy scheme at the company.

The Oceanic Pintail will be decommissioned, resulting in the loss of 42 posts, 18 of which are officer roles covered by Nautilus, with 24 ratings represented by the National Union of Rail, Maritime and Transport Workers (RMT).

A section 188 letter on the roles and duties for consultation under the Trade Union and Labour Relations (Consolidation) Act 1992 was issued to both unions on 21 January. They have



▲ The UK-flagged nuclear fuel carrier Oceanic Pintail, which is being decommissioned

since engaged with four joint collective consultation meetings, the last of which took place on 5 March in Kendal in Cumbria.

Nautilus national organiser Steve Doran said: 'It has been a robust negotiation; however, I am pleased to report that a positive

approach has been adopted by all parties. Flexible crewing arrangements on the remaining three vessels and a voluntary redundancy scheme will ensure that, subject to no late changes at the time of writing, compulsory redundancies will be successfully avoided.'

A 2020 pay and conditions review meeting was due as the Telegraph went to press.

Nautilus International and delegations from the RMT had reiterated their total opposition to compulsory redundancies at the third collective consultation meeting in PNTL's home port of Barrow-in-Furness on 7 February 2020.

The process of decommissioning the 5,721gt, 103.9m 1987-built Oceanic Pintail was expected to begin on 10 February, with no job terminations expected to take effect until the end of March. A three-week window for consideration of voluntary redundancies (VR) was opened once all PNTL crew members had received their VR figures in advance. 

Union officials take part in consultative meeting with P&O



Nautilus officials met with management from P&O Crewing Services (Jersey) Ltd & P&O Irish Sea (Jersey) Ltd, at the 17th Joint Consultative Committee (JCC) meeting on Wednesday 19 February 2020.

National ferry organiser Micky Smyth was accompanied by liaison officers Paul Dilks, Chris Lewis, Phil Lees, Joe Matthews, Mark Stewart and Jason Moore to the meeting at the P&O headquarters at Channel House, Dover.

A wide range of issues were discussed including pensions provision, sickness reporting and fire safety training. Nautilus also raised member concerns with officer crewing levels, cabin cleaning arrangements and

occupational health referral.

P&O management gave an update on its new build programme.

In response to feedback from P&O on recent difficult trading conditions across its Short Sea routes and other parts of the business which has affected its trading results, Nautilus has requested a further financial presentation. This will take place on 6 April at Channel House, Dover.

A third pay and conditions review meeting will be held on 7 April.

The 18th JCC Meeting will take place on Wednesday 24 June 2020. 



Unions create new partnerships at James Fisher

Following the successful transfer via TUPE of Raleigh Fisher oil tanker crew to UK offshore service provider James Fishers (JFS) from Maersk in 2019, a new joint Partnership at Work (PAW) has been set up on the tanker Raleigh Fisher.

The PAW has been jointly formed with the National Union of Rail, Maritime and Transport Workers (RMT). Discussions started in January 2020 and new representatives have been nominated.

Nautilus engineering officer member Ewan McIntyre has been elected onto the PAW committee.

The full committee, which will serve for three years, includes deck officer Alix McDermott, engineer officer Ewan McIntyre and engineer officer Harley Vardakis.

A vacancy exists for another deck officer representative on the Raleigh Fisher, and members have been sent a bulletin about the terms and conditions for serving.

Moves to incorporate the Cumbrian Fisher within this PAW are under consideration.

Members are also being consulted on the main fleet PAW about pay and pensions, equality in the workplace and mental health and wellbeing support, among other things.

The company's Tankships division purchased the 2005-built 35,200 dwt MR1 tanker Raleigh Fisher for £9m (\$11.2m), on award of a five-year contract from the UK Ministry of Defence to support the Royal Navy's fuelling requirements. **i**

Nautilus joins forces with training start-up

Nautilus has joined forces with online start-up Tapiit Maritime which helps seafarers locate certified maritime training globally.

Seafarers can book training courses in 42 countries via the portal, as well as travel arrangements and accommodation.

Nautilus members will be given 1.5% cash back when they book a course via the platform.

Nautilus general secretary Mark Dickinson signed a contract of services with Tapiit chief executive and founder Richard Turner at its head



▲ Nautilus general secretary Mark Dickinson with Tapiit founder Richard Turner

offices in Liverpool in March. Interactive mental health training and live streaming courses were launched on

Tapiit Live on 1 March.

Nautilus does not guarantee third party training services offered on Tapiit. **i**

Union takes seafarer training campaign to Westminster

Nautilus took its campaign for British seafarer training investment to the heart of government at a Westminster drop-in session hosted by Maritime UK ahead of the March 2020 budget announcement.

Nautilus head of strategy Debbie Cavaldoro spoke to MPs about the Union's manifesto for British maritime, which calls for the government to commit significant investment into maritime training and education to ensure British seafarers remain competitive. About 30 MPs attended the session.

Nautilus called on MPs to champion the sector and put pressure on the Treasury to ensure maritime was not forgotten when the chancellor announced the new budget on 11 March.

'Many of the MPs were very receptive to our manifesto and some even committed to asking questions in Parliament to ensure the government is listening,' Ms Cavaldoro said.

'One of the outcomes of the ongoing Brexit negotiations has been that there is a much greater awareness in Westminster of the UK's reliance on the maritime industry, and this was evident in the interest shown by MPs.

'Many wanted to know more about how the



▲ Liz Savile Roberts MP, Westminster leader for Plaid Cymru, left, with Nautilus head of strategy Debbie Cavaldoro

sector might be affected by the eventual trade deals.

'Liz Savile Roberts MP, Westminster leader for Plaid Cymru, spoke about her daughter, who is a maritime professional and had seen many copies of the Nautilus Telegraph at her home.'

All MPs who attended the session were given copies of both the Nautilus International and Maritime UK manifestos, which further stress the importance of shipping to the UK and the importance of investing in UK seafarers. **i**



Can simulator training replace sea-time? Views are welcome for the next Nautilus Council meeting Image: Getty Images

Union Council to debate simulator training for sea-time reduction

The Nautilus Council is to reignite the debate over simulator training for sea-time reductions ahead of proposals to develop a UK simulator training model.

The Merchant Navy Training Board (MNTB) has put together a working group to develop proposals for British cadet training that includes simulator time. The courses could emulate the Dutch model, which allows a 30-day reduction in sea-time for 10 days of simulator training.

Industry and training schools in the Netherlands have used simulator time to reduce sea-time for maritime cadets for 20 years, fueled in part by the difficulty of securing enough trainee posts onboard Dutch ships.

According to a 2018 preliminary study into simulator training in the Netherlands by Marin for the Dutch government, the benefits of incorporating simulator training alongside onboard training include:

- opportunity to make

mistakes without damaging consequences

- controlled conditions and repeatability
- structured and standard learning content
- learning content matched to individual ability
- learning process more efficient
- performance monitored by professional trainers
- Assessment uses validated criteria
- greater depth of training on irregular or dangerous situations
- can train team performance
- can train on wide variety of vessel types
- trainee can experience situations more commonly handled by senior officers
- a standardised set of scenarios can be taught and assessed.

Critics of simulator training for sea-time reductions say that many cadets lack onboard experience already and to reduce that even more is counterproductive.

Cadets would not experience

the reality of life spent at sea for many months via a simulator and could find that transition even more difficult with reduced sea-time during training.

The downsides to reducing sea-time for cadets include:

- restricted experience in watch officer duties
- lack of cultural experience with international crew
- reduced experience in handling effects of stress, fatigue and boredom
- reduced experience in working conditions such as motion, noise and temperature
- reduced experience in operational delays involved with working on large ships
- reduced experiences in machinery repair and maintenance

The Council will hold a debate on simulator training for sea-time reductions at its next meeting, due on 22 April via video link. Members can email professional and technical officer David Appleton at: protech@nautilusint.org 

In brief

Abacus pay offer accepted

Nautilus members employed by Abacus Crewing Services Ltd have accepted the company's offer of a 2% pay uplift, incorporating 0.5% for two to five years' service or 1% for five-year-plus service and up to 1% for high performers. The GBP start-at scales remain the same as 2019.

Liaison officer vacancies

Nautilus is seeking two liaison officers to represent members serving onboard ships operated by the British Antarctic Survey. Candidates should be full Nautilus members and should be nominated by two members employed by UK Research & Innovation.

Atlas pay claim submitted

Nautilus has submitted a claim on behalf of members working for Atlas Services Group Guernsey Ltd, serving on ships managed by Bibby Marine Management Services. The Union has asked for an increase above the RPI of 2.7%, increased pensions contributions, full pay for training days and a seniority bonus.

Peel Ports offer accepted

Union members employed by Peel Ports as VTS officers in Liverpool have accepted the company's pay offer. Those operating the pilotage desk receive an increase of 3% backdated to 1 June 2019, as do Liverpool and Medway VTSOs, who get an additional £2,000 in 2020 and 2021 plus any agreed percentage increase.

Enduring efforts for Mersey

Nautilus efforts to secure formal recognition and collective bargaining agreements (CBA) for members serving on the oil and gas inland motor tanker vessel Mersey Endurance are ongoing. Organisers have secured agreement with the company, however, for members to achieve an annual pay rise in line with the main fleet review. 

In brief

Thames Clippers review

Following complaints from Nautilus members regarding critical concerns on fatigue, Thames Clippers has agreed to organise workshops as part of the recent annual pay and conditions negotiation.

Four 'Working practices review' workshops were held at the end of January, with the results and a response by the company expected soon.

A former Thames Clippers liaison officer and national organiser Steve Doran had previously informed the company, on behalf of members, that running orders had led to unacceptable working conditions, such as inadequate break periods and layovers among other things.

'It is hoped that the proposed changes by crew will address the critical issues in the short term, and we are committed to continued consultation for medium and longer-term improvements to address members concerns,' said Mr Doran.

'We will not stand by and allow poor planning to continue.'

Recovery of rights

Nautilus is close to resolving contractual issues for crew arising from the transfer of Farstad shipping crewing services to Solstad vessels

Nautilus has been engaged in protracted negotiations with Solstad since about 2017 following the merger of Farstad with Solstad.

The Union has been seeking to secure for members their contractual rights via the principles of The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE).

National organiser Steve Doran said the Union had recently hired a Norwegian lawyer and is now close to resolving outstanding concerns regarding redundancy notice, maternity/paternity entitlements and STCW training payments. **i**

Nautilus backs sanitary campaign at TUC Women's Conference

Nautilus delegates to the TUC Women's Conference in London have helped to gather support for a motion calling for sanitary products to be available for free in the UK.

The motion, proposed by the Prospect union, called for the existing campaign to bring down the VAT on sanitary products to be extended to campaigning for the free provision of menstrual products through the NHS.

Strategic organiser Rachel Lynch supported the motion on behalf of Nautilus International, highlighting that obtaining menstrual products can be even harder for women working at sea.

Ms Lynch told the conference that for some female Nautilus members, ensuring they have enough sanitary products with them



Sanitary campaign: Nautilus strategic organiser Rachel Lynch speaks at the 2020 TUC Women's Conference

onboard means packing them in their own luggage to last the duration of their trip.

'Disposing of them is another issue,' she said. 'Ships toilets are "special" – they block at the slightest provocation. And they don't just block that one cabin, they often result in all toilets being blocked.'

Ms Lynch highlighted that

this meant putting them in bins which then get disposed of in port and often at a cost.

'If we are to encourage more women to go to sea, simple issues such as the cost, storage and disposal of sanitary items must be resolved.'

The motion was fully supported by the TUC Women's Conference. **i**

Equality 'essential for solving world's economic problems'

Nautilus supported International Women's Day by connecting staff across three branches, where they reflected on gender equality progress in maritime.

Staff in the Northern, Dutch and London offices used video links to celebrate women seafarers' and contemplate further action required.

Nautilus executive officer Sascha Meijer drew attention to the United Nations theme of Generation Equality and reflected on the International Labour Organisation (ILO) Convention 190 against violence and harassment, introduced in 2019 but yet to be ratified by the Netherlands or the UK.



Video link: Staff in three locations celebrated International Women's Day together

'Equality is essential for solving economic problems for our communities,' said Ms Meijer. 'Equality is about gender equal workplaces, gender equal boardrooms, gender equal governments, gender equal

media coverage and sports coverage, and more gender equality and health.'

'Many of our female members say they have to work harder than men to achieve promotions and to be respected.' **i**

P&O Ferries shortsea liaison officer Paul Dilks steps down

Nautilus has honoured Paul Dilks, P&O Ferries shortsea liaison officer, following his decision to step down after 20 years of loyal service.

‘Lay reps like Paul Dilks are the lifeblood of this Union,’ Nautilus general secretary Mark Dickinson said. ‘We would be weaker without them and I have the utmost respect and deep appreciation to Paul for his dedication to Nautilus over the many years he has been a liaison officer. I wish him all the very best.’

Nautilus national ferry organiser Micky Smyth, and P&O liaison officers Phil Lees and Chris Lewis, presented Mr Dilks with a token of esteem and thanks on behalf of the Union and members.

Mr Dilks said: ‘After some considerable thought, I feel



▲ From left: Phil Lees, Paul Dilks, Micky Smyth and Chris Lewis

that the time has come for me to step down from my position as chair and liaison officer of the short sea LOC.

‘I have been on the committee for about 20 years now, and chair for some 15

years. I have seen P&O Ferries go through many changes in that time. Now is a good time for a new chair to take on the growing challenges certain to be facing the company in the near future. **t**

Rever backs down on forced redundancies

Nautilus industrial organisers representing members employed on Rever Sapphire, which is due to be cold stacked by the company, have negotiated a successful voluntary redundancy scheme to minimise planned compulsory redundancies.

Nautilus national organiser Steve Doran said the cold stacking advised by the company in November 2019 would have resulted in the loss of 35 jobs across marine crew dive tech and project crew.

‘The Union subsequently engaged in collective consultation proceedings,

and intense but positive negotiations led to the successful voluntary redundancy scheme.’

A long overdue draft collective bargaining agreement had also been produced, and a meeting to progress that was due to be held as the Telegraph went to press.

‘There are various contentious issues, not least of which is management’s intention to impose a PAYE scheme against the wishes of a significant number of seafarers, but we are doing all we can to minimise compulsory lay-offs,’ said Mr Doran. **t**

DeepOcean talks stall

Nautilus’s efforts with its joint negotiating partner, the RMT union, to secure improved pay over and above the 2% already awarded at DeepOcean have stalled.

National organiser Steve Doran advised that the joint efforts to secure more at the subsea service provider had been unsuccessful.

Members employed by DeepOcean (Guernsey) Ltd had in January rejected the company’s previous revised offer where it had agreed to consolidate bonus schemes and update Seafarer Employment Agreements. Ratings reported similar concerns. **t**

In brief

RFA members accept pay rise

The 2019/2020 Royal Fleet Auxiliary (RFA) 2% pay offer and enduring bonus scheme has finally been received and accepted by Nautilus members.

Negotiations were hit by several setbacks, including the snap general election in 2019.

Nautilus consulted members as soon as the offer was received, and the resulting vote was two to one voting in favour of accepting the 2% pay rise plus enduring bonus scheme.

The National Union of Rail, Maritime and Transport Workers (RMT) result is still awaited.

Four ship visits were organised for March 2020 to follow up on member issues and seek recruitment opportunities, and will be reported on shortly.

Maersk UK crew transfers

The move of UK officers on Maersk Line container ships to non-Danish International Register of Shipping (DIS) flagged vessels is expected to be completed by April 2020.

The Partnership at Work (PAW) committee will continue dealing only with non-DIS vessels (Isle of Man), and efforts to maintain a positive relationship with the Danish unions are in hand.

In consultation with the Maersk Line PAW representatives, Union organisers had secured a 4.5% uplift for all British officers working onboard Maersk Line’s Danish-flagged ships covering their service until the transfer date to reflect similar increases due under the Danish union CBA.

Members’ pay will revert to the UK rate when they transfer.

South African officers are not being removed from DIS vessels.

A 1% pay offer has also been accepted separately for Maersk Tankers crew and a newly enlarged PAW committee is now in place. **t**



▲ SHS chief executive Sandra Welch

Seafarers' Hospital Society charity appoints new CEO

The maritime welfare charity Seafarers' Hospital Society (SHS) has appointed a new chief executive, Sandra Welch, formerly chief operating officer at the Sailors' Society.

Ms Welch will join the society in May, following the retirement of secretary Peter Coulson in August 2019. She joined the Sailors' Society in 2014 after 18 years in a variety of community development roles at the Salvation Army, both in the UK and abroad.

She called her new appointment a 'real privilege' and said that she was looking forward to 'joining the society at this point in its history and taking up the challenge of leading it in furthering the development of its broad range of first-rate health services to the seafaring community in the UK.'

Ms Welch's appointment comes at an interesting time for the society, with a number of recent successes in the health development arena, including the SeaFit Programme for fishermen, the creation of the Seafarers' Physiotherapy Network and the development of a standard in mental health training.

SHS chair Peter McEwen said: 'We are delighted to welcome Sandra Welch as our new CEO and look forward to working with her over the coming years. She brings a wealth of experience of dealing with seafarers, running projects and managing people, which, together with her strategic approach, made her the perfect choice for the job.' **i**

Maritime and Me campaign to inspire girls into STEM

Maritime UK and its Women in Maritime Taskforce have joined forces with Women in Science and Engineering (WISE) to share a new digital resource aimed at inspiring the next generation of young women to choose careers in STEM (science, technology, engineering and mathematics) and the maritime industry.

The government-funded resource for schools and industry ambassadors will provide more visible and diverse role models of women working in the sector.

The collaboration is part of Maritime UK's new Maritime and Me campaign, a joint initiative with the Department for Transport (DfT) and the Institute of Chartered Shipbrokers (ICS) that aims to encourage girls and young women to enter the maritime industry.

Maritime minister Kelly Tolhurst said that the campaign would 'help build the maritime workforce of tomorrow, inspiring and educating young people about the exciting opportunities a career in this sector brings.

'Building on these initiatives will ensure

this fantastic industry is stocked with the best emerging talent, by investing in the potential of our diverse society and increasing the number of women working in maritime.'

The WISE online training platform MySkillsMyLife has been expanded to include case studies of individuals who work in the maritime sector.

Such case studies will be included in the online quiz used by schools and other youth groups to show girls and young women which personality types they are, and what areas of work they may find interesting.

To accompany the quiz there will also be an online resource pack tailored specifically for the maritime sector, freely available to schools and those involved in outreach programmes.

Maritime UK has called for more case studies, of all roles and all levels of seniority, to be submitted to the Maritime and Me campaign.

Nautilus is a member of Maritime UK and has a leading role in the Women in Maritime Taskforce. **i**

Red Funnel signs Women in Maritime pledge

Isle of White ferry operator Red Funnel has signed the Women in Maritime pledge, saying it intends to achieve chartership by June 2020.

The chartership, developed by Maritime UK, aims to address gender equality in maritime roles, challenging companies to make progress on fairness, diversity and inclusion.

The company has already explicit steps towards chartership, offering more flexible working options for women and offering company enhanced maternity pay after two years' service.

This month, Red Funnel Group also attained executive board gender equality when it



▲ Meeting onboard a Red Funnel vessel to sign the Women in Maritime pledge

appointed Leanna Lakes as Operations Director, joining CEO and fellow master mariner Fran

Collins and HR director Debbie Reed, to make up a 50% female executive board of directors. **i**

Union can support yacht crew as demand grows

Mark Schwegman, the co-owner of Nautilus yacht industry partner PYT USA, discusses the benefits of Union support for yacht crew who experience difficulties with management companies, and how targeted yacht training for professional and recreational yacht crew has developed.

What challenges does the industry face over the next five years?

With more and more vessels being built, there is going to be a greater demand on qualified crew. The yachting industry has become a lot more professional over the last 10 years and so are crew; gone are the days when the yachting industry was a gap year or a few years commitment. Crew are now seeing this as a career and are investing a lot financially and are now requiring a substantial increase in shoreside support.

What opportunities do you see for seafarers in the yacht industry?

The yachting industry was originally a way for younger people to earn a bit of money, seeing some great places and having a bit of fun but one could only do it for a few years before you went and found a proper job ashore. It has changed where it is a career and



▲ L-R: Mark, Tracy and Colin Schwegman
Image: PYT USA

seafarers need to invest in their careers and with that investment means a longer commitment to the industry. The opportunity will come in financial rewards due to their roles being more demanding and requiring a higher level of skills and qualifications.

How is the MLC benefiting the yachting community?

As with seafarers having to evolve as the industry has progressed, so have management companies and owners. The MLC has created guidelines that have made the progression easier but there are still some that are not following the guidelines.

How have the amendments concerning bullying and

harassment had an effect?

The amendments are good and will help the industry. Both bullying and harassment have no place in the yachting industry.

How diverse is the industry?

The yachting industry is a very diverse industry. In 2019 we had a 75% increase in women doing the Master of Yachts 200 GT and a 45% increase in women doing their MCA OOW modules compared to 2018. Many yachts have women in what was previously regarded as a 'male job' and are thriving. We have many female students who are chief officers or chief engineers and are excellent at what they do.

Any tips for firms thinking of partnering with Nautilus?

The Union's role in supporting yacht crew is to give them guidance and help with situations that they do not have the knowledge about. Many a time we hear of crew being put in a situation by their management company or the vessel and the crew have no-one to turn to for help. The Union can fulfil a role here for all crewmembers. **t**

Palma Boat Show postponed

Nautilus has advised yacht sector members that the Palma International Boat Show has been postponed due to COVID-19 coronavirus containment. The event will now be held from 4-7 June 2020. 'While decisions like this are not easy, the safety and well-being of our visitors, exhibitors and partners comes first,' show organisers said.

Nautilus officials were due to attend the show alongside Yacht Partners UKSA and recruitment group Wilsonhalligan. **t**

Nautilus partner suspends crew training over COVID-19 fears

Yacht sector members have expressed concern over coronavirus risks as hundreds of crew from across the world descend on Europe for the annual seasonal recruitment dock walk.

As various European countries tightened restrictions on movement, crew concerns were raised during a Nautilus drop-in for yacht members in Antibes on 12 March.

In response to the virus outbreak in

France, the Nautilus office in Antibes run by strategic partner D&B Services has temporarily suspended its training services and is reducing public contact as far as possible.

Head of training and crewing Jorg Wendt said: 'As a safety measure we have suspended our training activities and public contact as far as possible. For the time being we want to meet with customers on appointment only.' **t**

New industry guidance from ICS

Nautilus has welcomed the publication of new COVID-19 guidance for maritime employers issued by the International Chamber of Shipping (ICS) and launched at the International Maritime Organization (IMO).

The position taken echoes that of the World Health Organization (WHO) and many national governments.

It advises:

- frequent hand washing using soap and hot water or alcohol-based (at least 65–70%) hand rub for 20 seconds
- avoidance of touching the face including mouth, nose and eyes with unwashed hands
- seafarers (and passengers) should be encouraged to cover their nose and mouth with a disposable tissue when sneezing, coughing, wiping and blowing the nose
- If a tissue is not available, crew should cover their nose and mouth and cough or sneeze into a flexed elbow
- all used tissues to be disposed of promptly into a waste bin
- seafarers should keep at least one metre (three feet) distance from other people, particularly those that cough or sneeze or may have a fever.
- meat, milk or animal products should always be handled with care, to avoid cross-contamination with uncooked foods, consistent with good food safety practices

Face masks are deemed to be of use in limited circumstances.

The guide also covers: port entry restrictions; pre-boarding information and screening; management of suspected cases of infection; cleaning, disinfection and waste management. **i**

Seafarers must be given special 'key worker' status

Seafarers should be treated as key workers and provided with special measures and exemptions from travel and other restrictions imposed for COVID-19 containment, Nautilus general secretary Mark Dickinson said.

In the United Kingdom 95% of all trade into and out of the country moves by sea. Globally that figure is 90%. Seafarers ensure that global trade can continue, putting food on our tables, at a time when many countries are shutting their borders and restricting movement.

'We call for special measures and exemptions for seafarers, otherwise world trade will grind to a halt,' Mr Dickinson said.

The Union insists that seafarers' rights including those provided for by the ILO Maritime Labour Convention (MLC) and the IMO Facilitation Convention must be protected, including payment of wages, social protection, repatriation and shore leave.

The Union recommends preventative measures to protect the health of seafarers including, where necessary, screening and testing for COVID-19 but with full facilitation to allow seafarers to go about crucial work.

'Ships crews need to be provided with medical kits for protection and priority medical treatment if found to be infected in order to allow them get back to work quickly.'

The Union also wants an end to travel



▲ Seafarers' rights including those provided for by the ILO Maritime Labour Convention (MLC) and the IMO Facilitation Convention must be protected

restrictions on seafarers to allow crew changes and avoid unnecessary fatigue and exhaustion for those whose tours of duty and work patterns are being impacted due to the current containment strategies being imposed by many governments.

Nautilus is working with the International Transport Workers' Federation (ITF), European Transport Workers' Federation (ETF) and the International Federation of Shipmasters' Associations (IFSMA) to ensure effective support for seafarers affected by the COVID-19 restrictions.

Nautilus is also liaising with government departments and maritime agencies in the UK, Netherlands and Switzerland. **i**

UK MCA to approve seafarer CoCs online

The UK Maritime and Coastguard Agency (MCA) will digitally revalidate UK Certificates of Competency (CoC) when a seafarer is unable to disembark due to COVID-19 restrictions, according to guidelines published on Tuesday 10 March.

Any seafarer who has completed the requirements for a UK CoC but is unable to post their application should send a scanned application form to the MCA.

The seafarer will be issued with a temporary digital CoC valid for a period of six months.

A similar approach will be followed for seafarers whose CoC expires whilst they are onboard.

Confirmation receipt of applications (CRAs) made by employers on behalf of seafarers can also be issued in digital format from applications that are emailed to the MCA. If a master's temporary

Certificate of Equivalent Competency (CEC) expire whilst on board, another temporary CEC valid for six months will be issued.

Medical fitness certificates can be extended for up to three months for crew who cannot physically attend a medical check due to COVID-19 restrictions.

The MCA guidelines cover seafarers' rights under the Maritime Labour Convention 2006 (MLC) and circumstances in which the employer can ask the seafarer to extend their contract of employment.

It includes joining and repatriation of seafarers from vessels, exemptions from Safe Manning Document requirements, the effect on sea-time service for crew and cadets on vessels affected by COVID-19 restrictions such as warm lay-up and travel restrictions. **i**



Unprecedented move: Crew to remain onboard energy major's ships for 45 days Image: Danny Cornelissen

Energy major bans all crew changes for 45 days

A global energy major has banned all crew changes on its fleet of oil and gas carriers for 45 days from March 15 irrespective of the ports called at, according to documents emailed to officers which Nautilus has seen.

The unprecedented move comes as part of its COVID-19 coronavirus containment strategy.

At the end of the 45 days, the company shall arrange for a 'mass crew change' at convenient ports with minimum disruption to seafarers who need to be urgently disembarked.

Crew will be required to join their vessels at the outer port limits of several ports including Singapore and the Panama Canal.

There was no indication of how the company plans to conduct the mass crew change.

All crew members irrespective of nationality will be required to undergo medical assessment to rule out coronavirus at the port of embarkation before joining their ships.

All seafarers will be required to wear the company provided Personal Protection Equipment (PPE) while boarding vessel.

Seafarers will join their vessels via the shortest route possible with minimum or no transit at intermediate airports. Hotel accommodation will be avoided where possible.

Off-boarding seafarers must be tested within 24 hours of reaching their country of domicile and report the results to their respective crewing office. **i**

ILO green lights COVID-19 crew leave exemptions

The International Labour Office has given the green light for flag states to forgo Maritime Labour Convention (MLC) annual leave entitlements for crew due to COVID-19 containment.

The Maritime Authority of Panama on February 7 requested clarification on whether the Public Health Emergency of International Concern (PHEIC) declared by the World Health Organization on 30 January in relation to the coronavirus epidemic would qualify as permissible grounds

for exception to the entitlement to repatriation for service periods not exceeding 12 months.

'The Office is of the view that the competent authority may authorise – within specific limits – exceptions to the prohibition to forgo annual leave... for imperative reasons of public health emergency such as the need to contain the current coronavirus outbreak.'

Exceptions should be accompanied by appropriate safeguards to avoid any risk of

abuse, the Office said.

Flag states wishing to forgo annual leave entitlements should attain seafarer's consent, ensure no loss of repatriation or annual leave entitlement and review the situation at regular intervals.

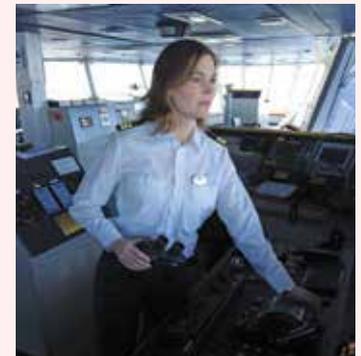
Under normal circumstances the maximum continuous period of shipboard service without leave is in principle 11 months. MLC annual leave with pay entitlement is calculated on a minimum of 2.5 calendar days per month of employment. **i**

Stena Line U-turn on crew checks

Gothenburg-based ferry operator Stena line has ditched plans to pre-screen crew for signs of coronavirus before on-signing across its passenger and freight ferry routes.

The European line had planned to roll out mandatory health check questionnaires and thermal scans for all crew and passengers.

'Given the recent unprecedented speed of COVID-19 issues coming about in our operations, it has been decided from risk management group not to release the questionnaires presently, neither for crew nor for passengers,' group head of

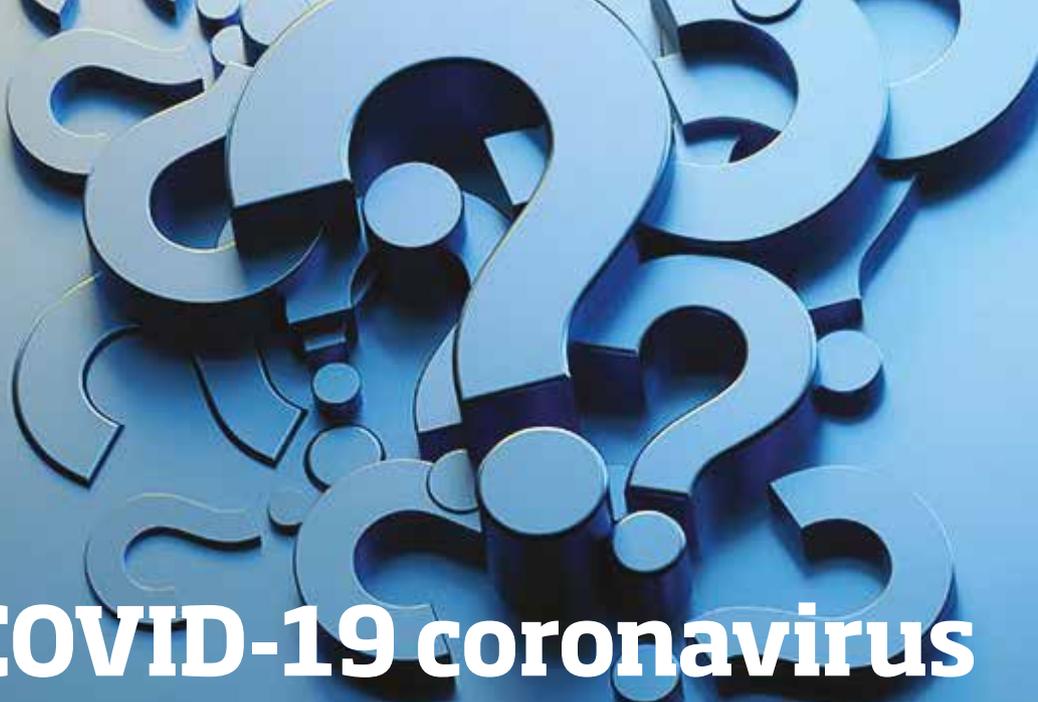


Stena Line chief officer

communications Pieter Sprangers said in an email. 'The situation is being monitored on an ongoing basis and this decision may yet again be altered going forward.'

Separately, Stena Line CEO Niclas Mårtensson said in an email that COVID-19 affect on its business had been brutal. 'Our travel bookings are currently in free fall in many areas. In addition, several countries are closing their borders which makes it impossible to operate a passenger service. In addition from a freight perspective the picture is very mixed.'

In response, the line would start reducing speed, cancelling sailings, taking ships out of service and seek savings on personnel both on shore and at sea. **i**



FAQs on COVID-19 coronavirus

This article sets out general guidance for Nautilus members, based on the Maritime Labour Convention (MLC) and Seafarers' Employment Agreement (SEA). Note there will be differences between flag states' laws.

Before taking any action and for specific advice based on your own circumstances please contact your union official.

To read the full article go online:

www.nautilusint.org/en/coronavirusfaqs

1. I am due to join my ship in a COVID-19 hotspot; can I refuse?

Refusal to join a ship could be considered misconduct or gross misconduct under many SEAs even with such a looming public health concern. Check your SEA and any applicable collective bargaining agreement (CBA), to see if there are any relevant clauses.

But employers demanding travel to a hotspot could be in breach of national travel advice, risk corporate travel insurance cover and fall foul of employee health and safety responsibilities under the MLC. Ensure your employer is aware of your concerns.

It may be that, in extreme cases, refusing to join a ship in a hotspot would be reasonable on health and safety grounds. But a bad employer may wish to treat this as a disciplinary issue.

2. Do I need to self-isolate when I off-sign from a ship that has been to a hotspot?

Check travel advice from your country of residence, which is subject to change.

3. My employer is refusing to pay me after ordering mandatory self-isolation following a trip to a known hotspot. Is this legal?

If an employer orders you to self-isolate

following a visit to a hotspot, you should still be paid in accordance with your SEA.

An employer should not order you to take unpaid contractual or statutory leave for which you would normally be paid. Any contravention of this can be challenged with the assistance of Nautilus.

4. If I get sick or contract the COVID-19 virus while onboard, what are my rights?

You have a duty to protect yourself while at sea and a duty to protect others who may be affected by your activities.

You should follow the general advice published by the World Health Organization (WHO), The International Maritime Health Association (IMHA) and The International Chamber of Shipping (ICS). There may also be a company policy (check their website) and perhaps flag state advice

You should also seek advice from the onboard medical officer and inform your line manager/master.

5. I am feeling unwell onboard and due to dock in a port that is refusing shore access. What can I do?

MLC states that when you are in port you have a right to visit a medical doctor 'where practicable'. In an MLC-ratifying state you also have the right to shore leave and to access shore-based welfare facilities. If the master or port are preventing you exercising these rights, then contact Nautilus for advice.

However, in a known COVID-19 hotspot, you may be better off staying onboard and seeking medical advice from the ship's medical officer.

The ship owner is also obliged to provide you with free onboard medical care.

6. I have been hospitalised abroad with COVID-19. Is my employer liable for medical bills and sick pay?

The shipowner has a duty to pay for your medical care and treatment, therapeutic appliances, and board and lodging until you have recovered. You will also be entitled to full pay until you are repatriated. After repatriation you will be entitled to pay (in whole or in part – check flag state law) until at least 16 weeks from the date you became sick.

If the shipowner refuses unreasonably to allow for medical checks or medical help, that would be a serious breach of flag state MLC laws, rendering the shipowner liable to prosecution.

While in a foreign port, ships will also be governed by the port state's MLC laws. So an MLC onshore complaint may also be lodged with the local maritime authority.

Action from your Union can help enforce these mechanisms.

7. I am home on leave and ready to rejoin my ship, however the ship owner is refusing to send me back, what can I do?

Contact Nautilus as such cases are likely to be fact-sensitive, and require industrial and legal intervention. Nautilus will try to get you back to work, or at least ensure you are paid if it is the ship owner that is preventing your return.

Some SEAs allow the ship owner to suspend work for 'force majeure' or unforeseen circumstances without pay, depending on which national laws the SEA is governed by.

However, if your SEA is subject to UK law, and there is no such clause, then you should be entitled to continued payment. 

Union steps in as cruise lines suspend sailings

Nautilus officials have stepped in to help members employed by several cruise lines as operators suspend sailings due to COVID-19.

Carnival Corporation was the first cruise company to ground its Princess Cruises fleet for 60 days to halt the spread of the virus. Its fleet of 18 ships will be suspended from 12 March to 10 May, the company said in a statement.

Princess president Jan Swartz said in a statement: 'By taking this bold action of voluntarily pausing the operations of our ships, it is our intention to reassure our loyal guests, team members and global stakeholders of our commitment to the health, safety and well-being of all who sail with us, as well as those who do business with us, and the countries and communities we visit around the world.'

Viking Cruises suspended all ocean and river voyages until 1 May. Viking chairman Torstein Hagen said in a video posted on its website: 'COVID-19 has made travel exceedingly complicated.



▲ Princess Cruises crew: Nautilus has been working closely with members since the COVID-19 outbreak onboard Diamond Princess

An increasing number of ports, including Venice, Monte Carlo and Bergen, have temporarily closed to cruise ships.'

Nautilus Switzerland national organiser Holger Schatz said: 'Viking Cruises crew must be paid according to their contracts.'

Saga Cruises announced it too was suspending sailings from 13 March.

Virgin Voyages postponed Scarlet Lady's inaugural season until 15 July. The maiden voyage will now take place from 7 August.

'The current global health crisis is understandably making many people rethink upcoming travel plans. While there have been no health concerns on our ship Scarlet Lady, the Virgin Voyages team has engaged future sailors and travel partners as we all navigate this challenging moment together,' the company said.

Nautilus has been working with members onboard Princess Cruises vessels which recently suffered COVID-19 outbreaks onboard. **i**

Chinese owners seek sulphur cap suspension

The China Shipowners' Association (CSA) has urgently called for suspension of the International Maritime Organization's (IMO) global sulphur cap in local waters, as its shipping and logistics supply chain struggles to cope with the impact of the COVID-19 outbreak.

The CSA is seeking a series of support measures to help the shipping industry get through the current challenges brought about by the virus and a co-ordination mechanism with the IMO, the World Trade Organization (WTO) and the World Health Organization (WHO) to discuss the possibility of temporarily suspending the new sulphur emission regulations within Chinese waters, or at least award fuel oil non-availability reports (FONAR) for Chinese ships.

Russia to disinfect 'hotspot' ships

Russia has ordered the mandatory disinfection of ships from Iran, Italy and South Korea, arriving at the Black Sea ports of Novorossiysk and the Yuzhnaya Ozereyevka, due to the coronavirus outbreak.

One of the biggest ports on the Black Sea, Novorossiysk handles grain, coal, mineral fertilisers, timber, oil and oil products, containers, food and chemical cargoes.

Since 2018, the port has been controlled by Russian pipeline monopoly Transneft.

According to a Novorossiysk port source 'delays are possible' in processing those ships. It was not immediately clear how the vessels would be disinfected. **i**

Nine ferry crew quarantined after passenger tests positive

Nine crew members onboard Grandi Navi Veloci's (GNV) ferry Majestic were quarantined after a passenger on a ferry they had previously been working on tested positive for COVID-19.

The crew had come into potential direct contact with the passenger while serving onboard GNV's ferry Rhapsody. The 40-year-old passenger tested

positive a few days after disembarking and the crew members had since transferred to Majestic.

The nine were quarantined in March when the Majestic reached the naval repairs area of the port of Naples on a planned stop for ordinary maintenance work. They showed no symptoms but must remain in home isolation for 10

days. The other 125 people on board, including many maintenance workers, were prohibited from going ashore.

Rhapsody sailed from Genoa to Tunisia on 26 February with 252 passengers on board. They were examined by health authorities in Tunis, who found only the one passenger had tested positive. **i**



SPEAK UP..!

SEXUAL HARASSMENT AT SEA: NEW SUPPORT SITE LAUNCHED

Nautilus member's initiative complements Union's work on bullying and harassment

A Nautilus member has set up a website to support merchant seafarers who have experienced sexual harassment or assault.

Safer Waves is tailored to merchant seafarers, acknowledges the unique challenges they may face, and signposts appropriate support and welfare organisations.

The member, who wishes to remain anonymous, commented: 'The dynamics of a merchant ship can create a perfect environment for abusers to thrive. Young or junior crew might be thousands of miles from home and reliant on senior or more experienced crew for their safety, training and wellbeing.'

'There are those who take advantage of that, and with no immediate law enforcement on hand, and little to no communication with friends and family, their victims are often very isolated.'

'Having to continue living, eating and

▲
Image: Getty Images

working alongside an perpetrator can also mean that the person experiencing abuse processes the trauma very differently to how they would on land, perhaps blocking it from their mind, or minimising it, until such time as it feels safe to remember.'

Safer Waves is keen to work with existing organisations to raise awareness of the issues and dynamics involved in sexual harassment and abuse at sea, and to help them understand how best to assist seafarers in these circumstances.

The website offers a confidential forum in which to share experiences of abuse.

Members experiencing harassment and bullying are also encouraged to contact the Union in the first instance and speak to their industrial organiser.

Nautilus remains committed to having a dedicated female organiser available who can deal with any workplace issues or provide advice to members who wish

to speak to a female representative. Please contact Rachel Lynch by emailing rlynch@nautilusint.org.

Nautilus has written and contributed to various resources along with its affiliates and partner organisations which are available to download from our website resources/advice and guidance and partnership publications area of the Union's website www.nautilusint.org.

These include:

- **ETF/ECSA guidelines for shipping companies on eliminating workplace harassment and bullying**
- the Nautilus **Protect and Respect** guide to dealing with bullying and harassment in the maritime workplace.
- ITF guidance on eliminating harassment
- ICS shipping resources
- ITF training resources
- ITF Global: women seafarers' rights and who to contact for advice 

90 MINUTES THAT COULD SAVE SEAFARERS' LIVES

City of Glasgow College has developed a pioneering programme of blended learning to teach seafarers about the dangers of oxygen depletion

In February 2018, the aggregates carrier Sumiei docked at Banjarmasin Port in Indonesia. Four port workers entered the cargo hold shortly after the hatches were opened. They didn't re-emerge. A port paramedic went in after them and was overcome. All five were taken to hospital. They were found to have died from lack of oxygen.

Year on year, seafarers die from entering enclosed spaces depleted of oxygen. This can be caused by rusting steel, but also by a wide variety of cargoes such as wood, coal or grains.

It's not something new. As far back as the 1960s the UK Department of Transport issued guidance on entering 'dangerous spaces'.

Despite safety campaigns, and an increased awareness, seafarers continue to enter spaces unprepared or become a casualty when attempting to rescue a stricken shipmate.

In 2018 City of Glasgow College's STEM & Innovation team received funding from the Maritime Education Foundation (MEF) to develop a pioneering programme of blended learning to teach seafarers about the dangers of oxygen depletion.

Developing the course was part of a wider research programme by Dr Manhal Alnasser, a lecturer in professional maritime engineering at the college, together with consultant marine engineer Daniel Burke, a former principal of Cork College in Ireland. The research aims to determine the rate of oxygen depletion in confined spaces that are typically found onboard ships.

Dr Alnasser explains: 'Our research investigates how quickly an oxygen-depleted atmosphere is created in models that simulate different situations aboard a ship, eg a cargo hold or a chain locker. We demonstrated for the first time that it is significantly faster than previously thought and now have clear figures for how fast a dangerous space is created.'

These findings have now been published in the *Journal of Marine Engineering & Technology*.

Dr Linus Reichenbach, project manager for



▲ The second engineer onboard an offshore oil platform supply vessel (PSV) in the North Sea, in the process of changing a fuel injector Image: Getty images/ DJDPhotographics

Innovation & STEM at City of Glasgow College, with responsibility for managing both research and course development, said: 'It is an invisible danger. Oxygen depletion has no smell, no alarm, to warn people off. In an enclosed space, you will be unaware you are not breathing oxygen, because you will still be able to take a breath. We want to make sure seafarers have the knowledge and awareness they need to avoid putting their lives at risk.'

'The online course we have developed aims to raise awareness of the dangers. We want seafarers, regardless of the vessel type they work on, to understand that a situation which may look safe, may not be. Basing our course on peer reviewed research adds credibility and a new dimension to visualise the dangers to students.'

Dr Alnasser points out that oxygen depletion can occur in any enclosed space, as well as spaces adjacent to an enclosed area.

'We also researched adjacent spaces and found that when the oxygen level drops in an enclosed space such as a cargo hold, it can also affect adjacent stairwells and passageways,' he says. 'It is really alarming, and the course includes real life examples to demonstrate the dangers to students.'

The research being carried out by City of Glasgow College, while driving education, has

potential implications for the wider industry in the future. It is supported by an industry steering group comprising Captain Kevin Slade, a former chair of the Merchant Navy Training Board (MNTB); Gareth Mathias from Clyde Training Solutions; and Neville Jayant from SeaTec UK Ltd.

'Our aim is to ensure those who are new into the industry learn about oxygen depletion from the beginning. We hope our research will change the ways entering enclosed spaces is taught, and we hope that ultimately our research and teaching materials will influence the International Maritime Organization (IMO) guidelines,' explained Dr Reichenbach.

Dr Alnasser said: 'We took the project from early stage investigations, involving basic manometers and models made of pipes, to bespoke equipment and high-level sensory technology to ensure accuracy.'

The oxygen depletion course has now been rolled out through an online learning platform in order to reach a wider audience. The course is currently under consideration for recognition by the MNTB.

'It is free and accessible to all and includes a detailed overview of our research results. Ultimately it is 90 minutes that could save lives,' said Dr Alnasser. 

SHORING UP YOUR FUTURE

A Nautilus-endorsed advice scheme called Coming Ashore has just been launched, providing Merchant Navy seafarers support with a move into a different maritime career.

DARRELL BATE explains how the educational charity Marine Society has set up the scheme and what resources it offers

The UK Merchant Navy has been working for some time on plans to provide better information to seafarers seeking to transfer to careers ashore, and we are now starting to see the results of these efforts – with industry-wide measures being taken to point people in the right direction and help them gain necessary qualifications and experience.

The challenges facing seafarers were identified in Project Ulysses, a response to the UK government's 2015 Maritime Growth Study. Commissioned by Nautilus International, Trinity House, Maritime London, the Merchant Navy Training Board and the Marine Society, the project was tasked with gaining a better understanding of the skills gap and education or training needs for

seafarers wanting to come ashore.

An example of what could be done had been set by the Royal Navy, which runs a well-established resettlement scheme for its personnel leaving the service/coming ashore that is highly valued and successful. As a diverse conglomerate of different organisations, the Merchant Navy would not be able to do the job in quite the same way, but Project Ulysses felt that the Marine Society would be well placed to develop a scheme that would have a broad reach across the industry.

The result is Coming Ashore: a project launched this year that offers a 'one stop shop' of resources, together with an offer of training, mentoring and work experience for a number of seafarers who meet eligibility criteria.



▲ Darrell Bate is interim director of seafarer learning at the Marine Society

How Coming Ashore can help

Through this new initiative, our goal at the Marine Society is to inform and equip seafarers to help them gain the additional skills and experience they need to make this a successful transition. Although at an early stage, we have several industry professionals already signed up as mentors, many of whom are recording a series of helpful podcasts explaining the range of roles shoreside. Alongside these, we are also partnering with shipping and maritime businesses who have agreed to offer short work experience opportunities for seafarers during their leave periods.

We believe demand for support under Coming Ashore will be high. The 2015 Maritime Growth Study anticipated that the numbers of UK seafarers coming ashore will nearly triple by 2026, so support will need to be managed carefully.

While Coming Ashore will fund online content that everyone can access, those seeking personal mentoring and work experience will be filtered via a 'decision tree' that determines their preferred pathway and matches them to an available mentor or organisation. It's open to seafarers of all nationalities and ranks, but this will clearly suit those who are UK-based.

A question that we know the scheme will need to address is whether officers should stay at sea and get their Master's or Chief Engineer's ticket and the associated experience before coming ashore – even if that's just one trip in command. Broadly speaking, this is a sensible move, especially for those seeking fleet management/ship superintendency work, but more and more employers are considering those without command experience. The 2016 Maritime Employers' Research Debrief found that just 23% want a Master's ticket and command experience of three years or more, with 53% accepting just a Master's.

That said, 89% expect additional qualifications which would require a topping up of many people's HNC to degree or equivalent. At the Marine Society, we handle hundreds of enquiries each month from seafarers needing guidance on the best course of study in this respect. Fortunately, there are now many suitable degrees and postgraduate courses available via distance learning.

Other routes to consider are the examinations of the Institute of Chartered Shipbrokers (www.ics.org.uk) or the Chartered Insurance Institute (www.cii.co.uk) for those interested in insurance.

What kind of work is right for you?

What employers also value is previous relevant shoreside experience. This is where short work experience with one of our partner organisations would be of tremendous worth. It would also help seafarers gauge how well they are equipped for a shoreside role – it may not be for everyone. A common difficulty for ex-seafarers is learning how to move from the ‘command and control’ management style at sea to a team-working ethos ashore.

The project will also contribute to the cost of basic personality profiling and psychometric testing. One of our project partners, Spinnaker (spinnaker-global.com), has excellent tools in this regard; for example, Facet5 and Spotlight, which

provide seafarers with excellent self-awareness – very effective when considering career options or opportunities for the future, or considering any potential development needs.

Other resources provided will include CV builders and resources on interviewing skills, tailored to a maritime context and all readily accessible via our well-established Learn@Sea platform for seafarers.

Spinnaker has a very helpful set of ‘maritime job families,’ and with its help we will be producing a set of short video trailers that give seafarers an overview of each family.

Sign up to Coming Ashore

The first step is to visit the Marine Society website at www.marine-society.org/coming-ashore, where you can register your interest. You’ll then receive an invitation to complete a detailed survey, and we will use those responses to assess your requirements. In future, this process will become automated using an online decision tree. We then

hope to match applicants with mentors’ availability and expertise in the chosen industry area.

Meanwhile, a range of media content including podcasts, blogs and videos is being rolled out through our YouTube channel, Instagram page, Spotify and other platforms, so do subscribe!

We’re grateful to our funders: the Maritime Educational Foundation, Seafarers UK and The Baltic Exchange; without whom this would not be possible. Their funding allows for the first year of activity, after which we hope to move to an individual subscription service subsidised by the broader Marine Society offer. 

Register for the Coming Ashore scheme at www.marine-society.org/coming-ashore

You can also read and listen to examples of Nautilus members’ successful moves into new roles at www.nautilusint.org/en/assistance/career-transitions



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WAVES OF CHANGE

Technological change could lead to a renaissance in European seafaring – if we prepare now. A session at the 2020 European Shipping Week explored how the EU-funded SkillSea project aims to future-proof European training and education

Digital technology is transforming shipping and seafaring and offers a chance for Europe to give its maritime professionals a new competitive advantage, a European Commission official told the European Shipping Week ‘Waves of change’ session.

Pantelis Lamprianidis, a policy officer with the transport directorate DG MOVE, said the sweeping changes are affecting onboard roles such as the shipmaster and are posing serious questions about the future of maritime training.

As the International Maritime Organization (IMO) begins work to revise the STCW Convention in response to these developments, he suggested that Europe could evaluate areas in which to provide EU seafarers with new skills that would enhance their global competitiveness.

Lidia Rossi, from the EU-funded SkillSea project, told how the four-year programme – which began in January 2019 – is aiming to develop ‘future-proof’ training and education for European maritime professionals.

Nautilus International policy advisor Andrew Linington stressed the importance of properly involving seafarers in the introduction of new technologies and the development of new training programmes.

Much of the debate over ‘smart’ and autonomous shipping has been driven by manufacturers and it is vital that new systems are introduced in a way that works with seafarers rather than against them.

Seafarers are not scared of technological change, he said.

A Nautilus Federation survey had shown that well over 80% of seafarer respondents consider that new technology has huge potential

▲ Susie Bogojevic-Simonsen of the SIMAC training centre in Denmark at the SkillSea presentation
Image: Andrew Linington

to improve the quality of their work – especially if used to reduce such perennial problems as excessive paperwork, fatigue and entry into dangerous spaces.

Mr Linington warned that the accelerating pace of maritime technology is posing a big challenge to seafarer training systems, with research for the SkillSea project showing that many officers believe that STCW requirements are outmoded and fail to reflect modern-day shipboard operations.

But while there is a clear need to develop new training programmes, he stressed that there must also be a strong focus on retraining for serving seafarers.

World Maritime University technical officer Dr Tiago Fonseca criticised the lack of cooperation between stakeholders in the shipping industry and said there has been a failure to engage seafarers – the end users – in the



development and introduction of technology.

‘Technology can bring benefits, but it is not a given,’ he cautioned. ‘Onboard communications could be used to improve seafarers’ connectivity with home, but it’s not always good for workers because of supervision and intrusion by shipping companies.’

While air traffic control works well in aviation, with ground control giving the orders, Mr Fonseca said fleet operation centres are presently something of a compromise – with an unresolved challenge of whether the ultimate responsibility lies ashore or on the ship.

ETF policy officer Lotte Ockerman said the industry should take a ‘human-centred’ approach to technological innovation and think proactively about the skills required for the seafarer of the future.

Professor Hans Petter Hildre, from the NTNU university in Norway, said the €4m SkillSea project is seeking to do this – and

its research has already identified important training needs, in such areas as digital skills, handling Excel sheets, transferring data from one system to another.

The growth of environmental regulation, the adoption of new fuels and new power systems, and strict emissions controls are also creating significant demand for seafarers to have better training in ‘green’ technologies and equipment, he added.

SkillSea researchers have spoken with key industry leaders, who have given a clear message about the need for change, Prof Hildre noted.

‘Seafarers will have very different work in future – the work tasks are changing and the teams will be very different,’ he explained. ‘STCW is lagging very far behind this, and the gap is growing very fast.’

Susie Bogojevic-Simonsen, from the SIMAC training centre in Denmark, said the SkillSea project is developing new educational packages for seafarers, with the

▲ Lena Dyring, Adrien Alaux, Kim Levka and Mikael Lindmark during the ETF’s session on improving the attractiveness of European seafaring
Image: Andrew Lington

emphasis on transferability, sustainability and adaptability. The initiative is seeking to promote cooperation between companies and educational institutes to ensure that seafarers are given the skills they need and can move easily into jobs in the wider maritime cluster ashore, she added.

Maltese MEP Josianne Cutajar suggested that ‘smart’ ships will be a critical factor in the shipping industry achieving its goal of halving its environmental impact over the next 30 years.

‘This will also mean new and different skills for seafarers, and the SkillSea project is a great example of what you can achieve through Erasmus,’ she added. ‘It ties the knots absolutely between the industry, the authorities and the whole education system, and policy-makers have to respond by providing the right incentives and opportunities to attract more talent to the maritime sector. New and different expertise is needed, and the industry can make itself more attractive to new talent.’ 

WORKING TOGETHER ON SKILLS TRAINING

Britain may be leaving the EU, but British shipping will continue with many partnerships in Europe – aided of course by transboundary union Nautilus International. **ANDREW LININGTON** reports from Brussels

How can the shipping industry recruit and retain more European seafarers, and what skills will they need as technology transforms the industry?

These questions – and many more – were hotly debated during a series of sessions held as part of the 2020 European Shipping Week in Brussels, and they came as new figures revealed that just 220,000 of the estimated 580,000 seafarers serving on ships operating in the EU are EU/EEA nationals.

Opening the ‘Safe and social shipping’ event, European Transport Workers’ Federation (ETF) maritime transport policy officer Lotte Ockerman warned that it is very difficult to attract young EU seafarers and encourage them to stay at sea when working conditions are under constant pressure.

She said the ETF has developed the concept of a European Maritime Space for Socially Sustainable Shipping. This seeks to create a level playing field for shipping in EU waters, and to ensure that European seafarers are treated in the same way as shore-based workers.

Terje Hernes Pettersen, a lawyer with the Norwegian Seafarers’ Union, highlighted the way in which current competitive pressures have impacted his members. With wages for Filipino ABs amounting to barely one-seventh of the rate for a Norwegian AB, many of the country’s owners

ETF maritime transport policy officer Lotte Ockerman
Image: Andrew Linington



have flagged out to cut their employment costs.

Mr Pettersen said the proportion of Norwegian-owned tonnage on the country’s mainland register has slumped from 65% to just 20% over the past 15 years. More than 1,400 Norwegian seafarers have lost their jobs in the past three years alone, he added.

Kim Levka, a union rep at Solstad Offshore, described the situation as awful. ‘Many of the Norwegian seafarers who have been replaced by cheaper crews have been with their company for many years and have been loyal to the company,’ he added. ‘It is like being stabbed in the back.’

Jose Christian Castano, from the Spanish union CCOO, said things were as bad in his country, with the

national fleet reduced from more than 800 ships to just 115 today.

‘Flags of convenience have been the laboratory for today’s globalisation and the EU must revive regulations to establish decent conditions for seafarers on European ships,’ he warned.

Mikael Lindmark, from the Swedish union SEKO, said research among his members found that 50% are so tired after their working day that they are unable to do anything else, and one-fifth of women members reported being treated disrespectfully. Unless such problems are tackled, shipping will face a long struggle to attract bright young new entrants, he warned.

On the positive side, Mr Lindmark welcomed the Responsible Shipping Initiative, under which a growing number of cargo owners have committed to use only ships with demonstrably high standards.

Hannah Vik Furuseth, from the Scandinavian Institute of Maritime Law, described research which had showed that it would be possible, under both European and international law, for member states to impose regulations governing working conditions of seafarers serving on ships in their coastal waters and cabotage trades.

Adrien Alaux, from the Université d’Angers, told the meeting that state aid for the shipping industry should be conditional on owners’ commitment to the employment and training of EU seafarers. **i**



Raising the standards

The International Maritime Organization's STCW requirements for seafarer training have not been reviewed for 10 years, during which there has been massive technological change in shipping. Meanwhile, employers have stubbornly continued to prioritise cost over competence, and flag state enforcement of standards has remained patchy. In a major new research exercise, trade unions in the worldwide Nautilus Federation group surveyed nearly 1,000 seafarers on what is and isn't working with STCW, and what changes they would like to see. **HELEN KELLY** reports

The STCW Convention and Code are not fit for purpose and should be revised, according to the 2020 Nautilus Federation survey of close to 1,000 seafarers.

Known in full as the International Convention on Standards of Training, Certification and Watchkeeping, STCW is the global benchmark for seafarer training set by the International Maritime Organization (IMO). But it was last reviewed 10 years ago – a lifetime, considering the advances in technology.

'Training should be future-proofed to respond to the rise of automation and digitalisation and the predicted transformational effects that these will have on the role of crew,'

Nautilus Federation director Mark Dickinson said. The Nautilus Federation is a group of 21 like-minded trade unions in the global shipping industry.

Respondents to the Nautilus Federation survey identified several areas currently lacking in STCW, including IT skills, soft skills and interpersonal skills, familiarity with modern marine equipment and knowledge of new propulsion systems and fuels.

IT computing and networking were identified as key skills that will be in great demand in future, and as a result, there was recognition that the role of the electro-technical officer (ETO) will become increasingly important. Many

▲ **Officer on the bridge**
Image: Oleksandr Kalinichenko

respondents suggested that traditional distinctions between deck, engine and electrical departments will become obsolete and that seafarers will need to be multi-skilled.

The seafarers surveyed were sceptical about the concept of a remote-controlled ship operated from shore, but felt strongly that if the concept does become reality, shore controllers should be experienced mariners qualified to at least officer of the watch (OOW) standard, possibly with additional training and education on top.

Most respondents felt that STCW would continue to be the appropriate place to regulate those in control of merchant ships – on land or at sea.

Questions of competency

One reason often cited by industry for a need to overhaul STCW is a perceived lack of competency in a significant percentage of certified crew.

Deficiencies in basic skills, seamanship, experience and common sense were flagged as major problems by respondents to the survey. These are all competencies which seafarers should have on completing a training programme that meets the minimum requirements of STCW, which suggests that the problem is not related to the standards themselves but their implementation.

Indeed, feedback indicated that the primary reason for a perceived lack of competency among seafarers was inconsistency in implementation and enforcement of the minimum requirements by flag states, and ship owners knowingly prioritising crew cost over competence.

This has led to a situation where seafarers' competence is being called in to question by employers, while administrations that attempt to rectify the situation by implementing a higher standard are put at a competitive disadvantage by those same employers.

Working conditions onboard play a significant part in the development of seafarers and the quality of training they receive. While this is in large part down to individual shipowners, STCW has a role, as it is the convention from which maximum working hours are derived.

Excessive working hours and insufficient crew levels prevent officers from investing enough time in cadets' training and development. Poor working conditions contribute significantly to a high rate of turnover among crew, which often leads to the loss of highly experienced seafarers and to seafarers being promoted before they have gained enough experience to carry out more senior roles.

'Training should be future-proofed to respond to the rise of automation and digitalisation and the predicted transformational effects that these will have on the role of crew'

Nautilus Federation director **Mark Dickinson**

There was support for raising the overall standard of STCW training, providing it is properly enforced to ensure a 'level playing field' for seafarers as well as ship owners.

Is STCW fit for purpose?

Some 45% of respondents felt that the STCW in its current form is not fit for purpose, with 39% saying it is fit for purpose, and 16% unsure.

When asked what was most lacking from the STCW Convention and Code as a whole, respondents suggested that the differing standards between flag states are the biggest issue and this is caused by lack of enforcement.

As one officer noted: 'International standards vary too greatly. While many international centres provide training to a high standard, many also just provide training to the bare minimum requirements. This leads to a skills gap between officers and crew who have trained in more reputable establishments and those who haven't.'

Respondents also expressed considerable dissatisfaction with the hours of work and rest regime that is permitted under the Code and the lack of any prescriptive crewing requirements.

One respondent stated: 'Rest hours – this is the biggest issue we face ... rest hour rules and the enforcement of them need major improvement.'

There was clear consensus among respondents that this situation is detrimental to the quality of training that seafarers receive, with only 27% believing that crewing levels are enough to allow cadets/trainees to receive adequate training, mentoring and supervision onboard.

It is worth noting that 71% believed simulator training cannot be considered an adequate replacement for seetime.

There were also suggestions that the STCW in its current form is outdated and

does not relate to the roles as experienced by the modern seafarer.

One deck officer commented: 'The equipment and plant I am expected to maintain on my vessel is above and beyond anything I am officially holding STCW training for. I basically need an engineering CoC as well.'

A master mariner stated: 'There is very out of date stuff being taught for mates and masters. It is only there to pass the exam and has no real use in the industry now... It does not relate to the modern job now as it stands.'

The areas where it was felt the Convention and Code were most lacking were:

- enforcement/differing standards
- hours of rest and crewing
- outdated topics
- the revalidation/renewal process
- general level required too low
- the lack of mandatory requirement for electro-technical officers (ETOs)

Skills gaps

Seafarers were asked whether competency levels were adequate for the roles in which colleagues onboard were employed.

The responses showed:

- **51%** believed that some seafarers have the appropriate level of competency but not all
- **26%** felt that most seafarers have a level of competency lower than required for the role that they are in
- **21%** agreed that most seafarers have the appropriate level of competency
- **2%** felt that most seafarers have a higher level of competency than required for their role

There was a very strong feeling that any lack of competency by some seafarers was due to inconsistency in STCW implementation among IMO member states, and that the training programmes of certain countries produced seafarers of lower competency than others. →

26%
felt that most seafarers have a level of competency below that required for their role



Companies will say 'safety is our utmost priority', but they don't add 'as long it doesn't cost money'

One deck officer stated: 'Certain countries issue tickets far too easily and the standard of training provided differs vastly from country to country!'

Another officer pointed out: 'Many maritime academies are not providing courses which meet the STCW standard. Why is there no independent body to make sure every training centre is meeting the minimum requirements?'

A large proportion of respondents believed this was a problem that shipowners were aware of yet were willing to accept, choosing crew purely on cost rather than competency – or as one respondent put it: 'Cheap, cheaper, cheapest. Transport in general is not allowed to cost money.'

Many respondents questioned how claims made by shipowners regarding their desire for highly trained, competent crew stacked up against their crewing models: 'Shipowners will hire everybody with a certificate, valid or not. Shipowners don't care about skills; as long the number of people onboard the vessel compare with the Safe Manning Cert, it's fine for them. Money is all. Companies will say "safety is our utmost priority", but they don't add "as long it doesn't cost money".'

Quality failures

The idea that shipowners are failing to invest sufficiently in competent crew was backed up by the three-quarters of respondents who felt that owners are not doing enough to ensure that there are enough quality training berths available to meet future demand.

Respondents also highlighted a lack of practical experience/seatime as a major issue, both in terms of the minimum seatime required for a certificate of competency (CoC), with only 41% believing that this was adequate, and the amount of experience in rank that individuals had before being promoted.

One respondent stated: 'Fast tracking through the ranks is an issue. Money could be a big motivator to take on jobs you're not actually ready for but do have the

certification to do so. Also, the lack of seafarers in this industry can force companies to promote people that aren't actually ready yet.'

A second officer commented: 'There is too high a turnover; there are fewer and fewer incentives to stay at sea throughout one's career so people with less experience are promoted into higher ranks quicker to be able to fill the gaps.'

Training gaps

Seafarers report significant dissatisfaction with having to pay for additional STCW training, which leads to courses being viewed as an unnecessary expense or a 'scam'.

One respondent noted: 'It is generally considered by the seafarers I work with that there is no real benefit from having the refresher training at five year intervals when it is a requirement on a regular basis to carry out training onboard for firefighting, lifeboats, etc. It additionally adds a considerable financial burden to seafarers as most companies do not cover the costs of this repeated training.'

Only 39% of seafarers in the survey believed that STCW currently covers the skills needed for today's maritime industry and a significant proportion reported that basic IT skills are not covered at all. One respondent said: 'Better IT skills are needed. There are still seafarers leaving school who can't make a simple Excel sheet to calculate 1+1.'

Many want an increased focus on interpersonal and social skills and training in how to recognise the signs of stress and fatigue in colleagues. One seafarer said: 'Future officers need to recognise when personnel are tired/stressed due to overwork or long hours.'

This perhaps reflects that seafarers are particularly sensitive to the importance of recognising mental health issues as they are more likely to be prevalent in the difficult conditions experienced at sea.

A failure to properly train seafarers in the use of ancillary equipment onboard could lead to incorrect operation, respondents said.

Training on newly installed equipment including scrubbers and ballast water management systems had been virtually non-existent for many seafarers. The

training gaps in STCW identified by respondents include:

- computing/IT skills
- people skills (social, communication etc)
- basic practical skills
- modern machinery
- new propulsion systems/fuels
- ballasting
- business skills

Future-proofing qualifications

The increased importance of more advanced electrical and digital skills translated into strong support for the mandatory carriage of certificated ETOs, with a massive 80% of seafarers agreeing that this would become necessary.

As equipment becomes more technologically complex, the traditional division of roles into deck, engine and electrical may cease to be appropriate.

An officer in the survey said: 'There needs to be specific training of new/incoming technologies. Technologies such as augmented reality have the potential to overwhelm unfamiliar users, but used properly will greatly aid in a navigation officer's ability to identify causes of concern.'

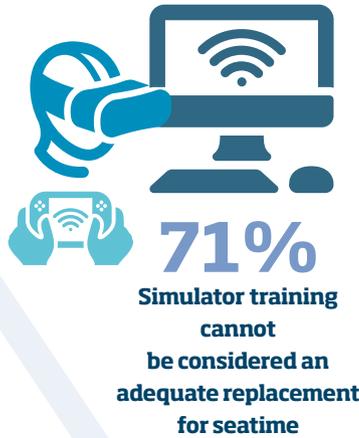
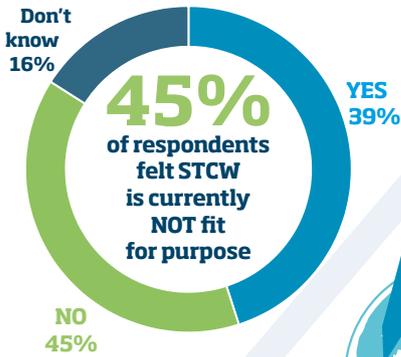
A move to something more like a dual ticket system may be of consideration for the future. 'If automation/smart technologies develop to a point of requiring less bridge time this would allow for crew to carry out other duties. Basic ETO training may be appropriate for maintaining some of these systems.'

As equipment becomes more sophisticated there will be an increased need for type-specific training on individual systems.

One respondent noted: 'There will need to be more training on equipment. You see now that too many accidents are caused by, for instance, not knowing ECDIS sufficiently.' The new skills that will be required were identified as:

- general IT/systems/networking
- system-specific training
- increased academic/soft skills
- dual-qualified/multi-discipline seafarers
- cyber security

IT networking and computing are seen as key skills for the future



CONDUCTING THE SURVEY

The Nautilus Federation surveyed close to 1,000 maritime professionals from more than 18 different countries. The questionnaire was developed to give a voice to the maritime professionals who will be most affected by any future changes to industry training requirements.

The roles most represented within the survey were captains/masters (27%), deck officers (22%), chief engineers (21%) and engineering officers (12%).

Positions held by other respondents include deckhand and bosun, cadet, superintendent, university lecturer and legal professional.

Most of the participants were employed in the main sectors of cargo vessels, containers, ferries, tankers, cruise and offshore supply. But there were also significant numbers serving on tugs, car carriers and yachts, resulting in a broad and balanced view of opinions from across the industry. Survey participants came from more than 18 countries including the Netherlands, the United Kingdom, the United States, Norway, Sweden and New Zealand. [i](#)

Download the full survey report by scanning this QR code:



Shore-based training

It is possible that ships of the future will be remotely operated from shore. This opens several questions as to what qualifications a shore controller should have and who should be responsible for implementing and enforcing standards.

A large majority of seafarers felt shore-based controllers would require at least some practical experience at sea, with the most popular view being a minimum qualification of OOW level.

A significant number felt that Master Unlimited would be the appropriate level but questioned where the long-term supply of experienced mariners would come from if the concept was widely adopted: 'Shipboard experience is a must. Ideally a master's licence, although this is not sustainable as no one would be able to advance if all ships were autonomous.'

There was also significant support for the idea that additional training would be required on top of maritime experience, with one respondent commenting: 'They would need to be the same as a master mariner, plus specialist training regarding automation technology.'

Some even felt that entirely new programmes would need to be developed for shore-based controllers, which could include: 'A specific training package drawn from all three major specialisations that currently exist (ETO, deck & ME) so system diagnostic can effectively be conducted while maintaining traditional navigational safety oversight.'

Some 68% of respondents said the IMO should regulate training for shore-based ship controllers, and 15% said that this should be the flag state's responsibility.

Next steps

1. The IMO should carry out a comprehensive review of the STCW Convention to ensure that it remains relevant to the modern shipping industry and to raise the overall minimum acceptable standard for competent seafarers.

2. There should be a review into the system of reporting and monitoring of implementation of the STCW with the aim of introducing a system whereby the information contained in MSC.1/Circ.1163 (STCW white list) can be considered a useful and reliable indicator of the quality of the training provided by parties to the Convention.

3. There should be recognition of the responsibilities of ship owners and managers in the training of seafarers which include providing enough time to obtain the necessary experience and a working environment conducive to effective training and mentoring. In this regard, hours of work and rest and crewing should be considered within the scope of the STCW review.

4. Implementation of any amendments to STCW should be arranged in such a way so as to minimise the financial burden on individual seafarers.

5. Recognition should be given to the increasing importance of the role of ETO by its inclusion on the safe manning certificate and the development of a senior ETO certificate of competency.

6. The principle should be established that any shore-side controller should be qualified at least up to OOW level and the standards for their training and certification should be incorporated within the STCW. [i](#)

**NOMINATIONS SOUGHT
FOR
MERCHANT NAVY MEDAL
FOR MERITORIOUS SERVICE
& OTHER NATIONAL HONOURS**



Nominations are sought for the 2020 Merchant Navy Medal for Meritorious Service and also for other National Honours. This is a prestigious State Award with a place in the Order of Wear. It is open for persons in the UK, Channel Islands, or Isle of Man who are serving within the Merchant Navy or fishing fleets ashore and afloat, in recognition of exemplary service and devotion to duty, rewarding those who have set an outstanding example to others. Awards will be announced on Merchant Navy Day – 3rd September 2020.

There are no deadlines for the receipt of nomination forms, but as awards of the medal will normally only be made once a year, towards the end of the year, nominations need to be received by the end of May in order to be considered in the current year.

Nomination Guidance Notes and forms are available from the Department for Transport on; <https://www.gov.uk/government/publications/merchant-navy-medal-for-meritorious-service-nomination-form>

Note The Merchant Navy Welfare Board administers the Merchant Navy Honours Consultative Committee, on behalf of the UK maritime community. The Board is pleased to answer questions of a general nature on 02380 337799 or via enquiries@mnwb.org.uk

Details of the 2019 Awards and the previous Merchant Navy Medal can be found on; www.merchantnavymedal.org



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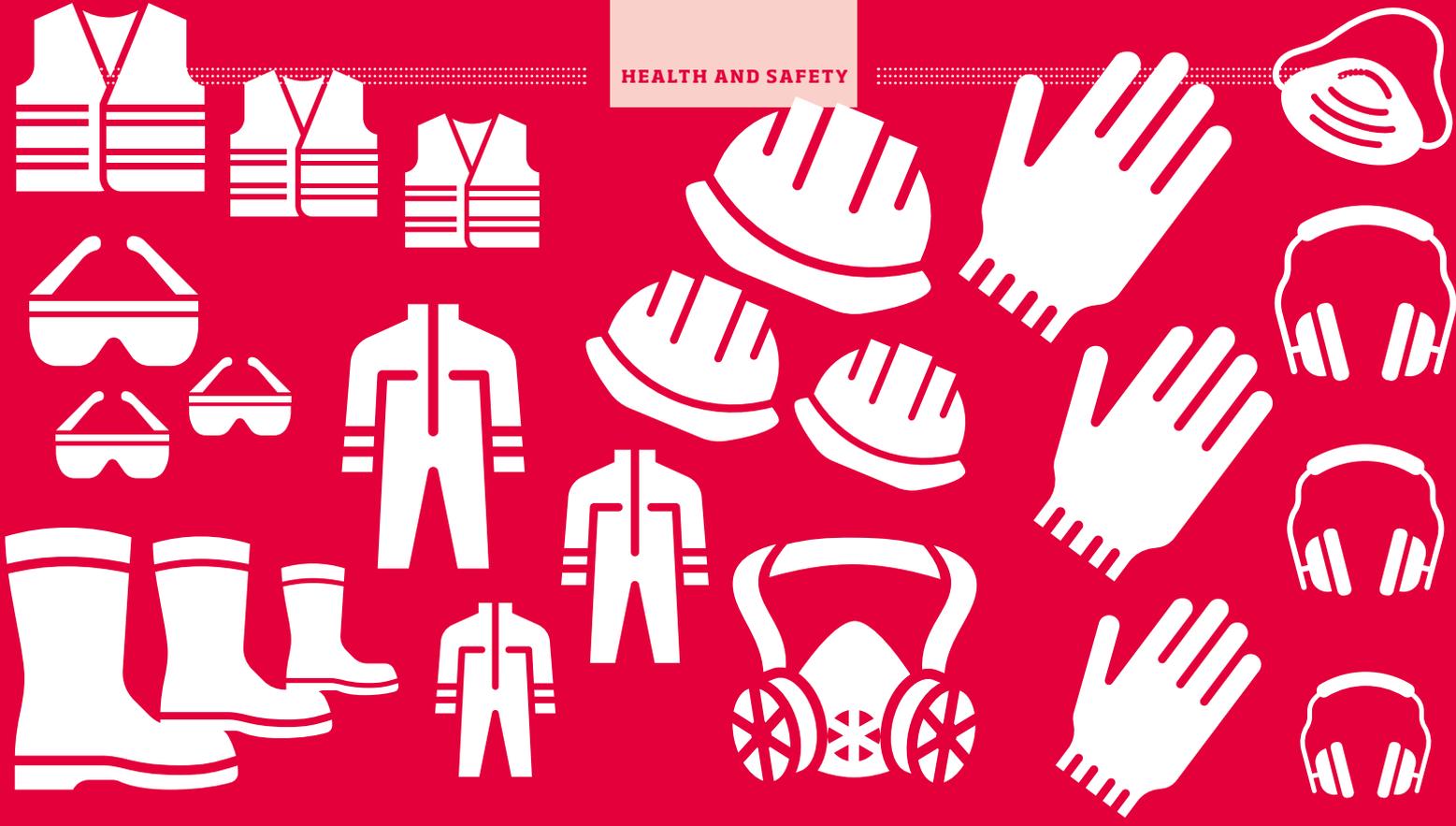


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PPE: HELP OR HAZARD?

Nautilus is encouraging members to take part in Solent University research to uncover the dangers of poorly-fitting personal protective equipment – and find out who is most likely to be affected. **SARAH ROBINSON** reports on an online survey that seeks to shake up the shipping industry

Have you ever wished your personal protective equipment (PPE) was a better fit? Helen Devereux has. Now a maritime researcher at Solent University, Dr Devereux used to be a deck officer on deepsea tankers, where there weren't many protective work boots available for the smaller seafarer.

'I have particularly small feet,' she acknowledges, 'but this wasn't just about me, or just about female crew members. Male Filipino seafarers also tended to take smaller shoe sizes, but the default sizes available onboard tended to be based on the averages in the northern European countries where the shipowner was based.'

It could take six weeks for the right size of boot to be sent to the

vessel – which is a long time to have crew safety compromised by poorly-fitting equipment. And although many others could tell a similar story, the issue tends to get put to one side when you're busy getting on with your work at sea.

Recently, however, Dr Devereux's memory was jogged when she read a report on the dangers of wrong-size PPE issued by CHIRP, the Confidential Human Factors Incident Reporting Programme. It was time to do something about it.

The researcher realised that more data was needed if shipping companies were to be convinced of the need to offer a more suitable range of PPE sizes and fits. With backing from CHIRP, she and her colleague Dr Emma Wadsworth devised an online survey where seafarers around the world could

share their experiences of using PPE.

The survey is online now at solent.onlinesurveys.ac.uk/ppe and due to run at least until the end of April, with the data to be collated into a report this summer and put to practical use.

'With this survey we're going to raise awareness of the issues associated with PPE, and we hope that shipping companies and regulators sit-up and take notice,' says Dr Devereux.

The involvement of CHIRP

Howard Nightingale of CHIRP says that the first time he had really thought about the dangers of poorly-fitting PPE was when his organisation was approached for comment last year by the Women in Maritime Taskforce – a UK cross-

▲ Anecdotal evidence suggests that PPE should be provided in a wider range of sizes, but the new academic study will provide more data

Image: Getty Images/June Cattini-Walker

industry body of which Nautilus is a member.

'I must confess I didn't realise how much of an issue this is,' says Mr Nightingale, 'although when I thought about it, I did recall seeing Filipino colleagues onboard ship swamped by PPE that wasn't meant for their smaller stature. Nobody complained, because that's just the way it was. I guess that the ships stocked large sizes because of the logic that a small person can get into a large boiler suit or pair of boots, but a large person can't get into small ones.'

Mr Nightingale and his colleagues at CHIRP felt that they couldn't comment on the Women in Maritime Taskforce's particular question about PPE for female seafarers, so they organised an information-gathering exercise to see what some women at sea thought about the issue. 'I was struck by the strength of the responses,' he says. 'The problems the female seafarers reported with firefighting equipment were especially concerning.'

Initial findings

The results of the exercise were published in a CHIRP Insight Article dated 19 November 2019, which can be viewed in the Publications section of the website www.chirpmaritime.org. The conclusions of the article are as follows:

CHIRP Maritime would argue that there is clearly an issue that needs to be recognised and addressed by employers if women are to be respected in the workplace and treated as equals.

The MCA have recently updated their PPE Merchant Shipping Notice M1870 with Amendment 1, which provides for updated safety standards. It should be noted that employers are required to ensure that PPE is to be provided to employees where they are at risk from a hazardous work activity. Unsurprisingly, nowhere do regulations or shipping notices



▲ Filipino seafarers are being encouraged to take part in the Solent University survey

mention that PPE should increase the risk!

The Code of Safe Working Practices devotes a full chapter to PPE – one salient section is repeated below. Suitable equipment should:

- *be appropriate for the risks involved, and the task being performed, without itself leading to any significant increased risk*
- *fit the seafarer correctly after any necessary adjustment*
- *take account of ergonomic requirements and the seafarer's state of health; and*
- *be compatible with any other equipment that the seafarer has to use at the same time, so that it continues to be effective against the risk*

A quick internet search reveals that there are manufacturers who supply female-specific personal protective equipment – all BS, EN, and ISO compliant as applicable (although they may lack company logos on helmets and boiler suits). Nevertheless, the correct equipment is available on the market. The challenge is to increase awareness in order for it to become readily available onboard merchant vessels.

It was after reading this that Helen Devereux came up with the

idea of Solent University carrying out a larger-scale academic study on the subject – and for all seafarers, not just women. An online survey is being used to gather data for the study because of its international reach and potential for recruiting large numbers of participants.

As well as being discussed here, the survey is being promoted by CHIRP in its quarterly newsletter **Maritime Feedback**, which is regularly distributed in hard copy with the print edition of the Telegraph. **Maritime Feedback** is also available on the CHIRP website translated into Chinese, Portuguese and Filipino, so it is hoped that this will encourage seafarers from those countries to take part.

'The more people who complete the survey, the more weight the findings will carry, Dr Devereux stresses. 'It's OK knowing it all anecdotally, but just talking about this amongst ourselves doesn't necessarily drive change. We also need to assess the scale of the problem, so we need everyone who hears about this to join in, male or female, whatever your nationality and whether or not you've had trouble with the fit of your PPE.'

Take the Solent University PPE survey now!

To make your contribution to the Solent University research, go to solent.onlinesurveys.ac.uk/ppe or scan the QR code here. The survey is designed to work well on smartphones and tablets, and takes 15 minutes to complete. 





▲ Captain Jessica Tyson demonstrating the dangers of poorly-fitting PPE in 2016

Read again: 'Wrong size PPE is endangering lives'

Poorly-fitting PPE has been a talking point amongst Nautilus members for many years, as this report from the November 2016 Telegraph shows.

Ill-fitting personal protective equipment is putting seafarers' health and safety at risk, the [2016] Nautilus International UK branch conference heard.

Council member Jessica Tyson changed into a boiler suit to highlight the problems of the 'one size fits all' approach to PPE and emergency equipment. She moved a motion warning that a lot of PPE is manufactured to traditional specifications – often meaning it is not suitable for the increasing number of female seafarers.

However, she stressed, the issue affects all seafarers. 'If you are tall or short, and the equipment does not fit properly, it can be dangerous as you are not able to focus on the job you are meant to be doing,' Capt Tyson added.

'We are all different and there should be some understanding of this in the equipment that we have,' she argued. 'There is a danger that people will not want to use the kit if it makes them feel uncomfortable.'

Seconding the motion, Samantha Belfitt told how she had to wear size 10 fire boots, when her shoe size is four. 'Every time I walked up and down, the boots fell off,' she recalled.

The meeting gave unanimous support to the motion, which calls for PPE suppliers to design and provide equipment that is fit for purpose and suitable for all seafarers. It also calls for employers to carry out a full risk assessment of all PPE and emergency equipment onboard to ensure that all crew members can use it safely. **t**

HARNESSING THE POWER OF DATA

Collecting missing data as a means to drive change is not a new idea, but it has achieved prominence in the last year thanks to the publication of **Invisible Women** by Caroline Criado Perez.

This award-winning book aims to 'expose data bias in a world designed for men', and investigates a range of issues where women are put at risk of harm by default standards based on incomplete information.

This includes medicines that have only been tested on male volunteers, town-planning policies that ignore the needs of young mothers, and body-worn equipment that doesn't fit women properly.

Criado Perez discovers that women in the British Army are 'seven times more likely than men to suffer from musculoskeletal injuries, even if they have "the same aerobic fitness and strength". They are ten times more likely than men to suffer from hip and pelvic stress fractures.'

All soldiers are required to carry heavy loads, she continues, but backpacks designed for men can be harmful for women. Studies suggest that on women, the packs are unstable, pistol belts fit poorly and straps are uncomfortable.

Men's upper body strength is on average 50% higher than women's, and women 'compensate for packs built around typically male body strength by hyperextending their necks and bringing their shoulders farther forward, leading to injury,' Criado Perez points out. But once we are aware of this, there are straightforward measures that can be

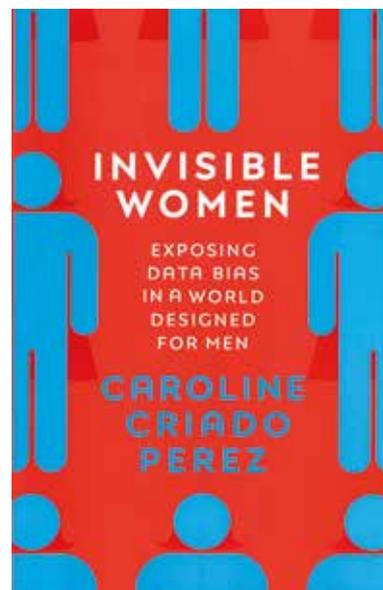
taken, such as supplying packs with a well-padded hip belt to allow a better transfer of the load to the leg muscles.

The author also looks at personal protective equipment (PPE), turning to the UK's TUC union federation to uncover examples of problems with the fit.

Wrong sizes are a common complaint in sectors such as policing, Criado Perez finds, but as in the army, wrong shapes are a problem too. For example: 'British female police officers report being bruised by their kit belts; a number have had to have physiotherapy as a result of the way stab vests sit on their female

body; many complain there is no space for their breasts. This is not only uncomfortable, it also results in stab vests coming up too short, leaving women unprotected. Which rather negates the whole point of wearing one.'

This is reminiscent of the initial findings of the CHIRP



information-gathering exercise among female seafarers, so it appears that women in different sectors are saying much the same thing. It is hoped that the Solent University study results in all their voices being heard more clearly – and those of the apparently 'non-typical' men who also suffer from poorly-fitting PPE at sea. **t**

Invisible Women, by Caroline Criado Perez, is published by Chatto & Windus. Following the success of the hardback edition, the book was issued last month in paperback format.



THE COMMITTEES WHO CARE

Port welfare committees have been coordinating support services for seafarers in UK ports for over seven decades. **ANDREW LININGTON** explores the past, present and future of a British institution that is now being successfully emulated in other countries

Barely a year after the outbreak of the Second World War, struggling to cope with the needs of merchant seafarers affected by the hostilities, the British government launched an initiative to transform maritime welfare provision.

Over seventy years on, the far-seeing initiative – the creation of a system of port welfare committees – is not only alive and well, supporting an ever-expanding range of projects to care for seafarers, but is also being

▲ Members of the Central and West Scotland PWC staging an event to raise awareness of their work to help seafarers

exported around the world to help other countries meet their Maritime Labour Convention responsibilities.

Port welfare committees (PWCs) were established by the UK government shortly after it created the Seamen's Welfare Board in October 1940 to provide coordinated assistance to the crews of ships caught up in the conflict, including foreign seafarers on vessels from countries invaded by Germany.

Britain had adopted the International Labour

Organisation's recommendation on seafarer welfare in 1938 and wanted PWCs to play a key part in putting this convention into practice, by bringing owners, unions, maritime charities and authorities together to provide expert advice on the provision of welfare work in ports, facilities for visiting seafarers, and on issues affecting seafarers' health.

Today, that role remains as important as ever, and there are 15 PWCs covering the entire coastline of the UK – plus one in Gibraltar. With a combined membership of



358 and each one meeting three times a year, the committees continue to serve as an important platform for regional maritime partnerships to monitor and improve the quality of welfare services for seafarers.

North West PWC

The latest meeting of the North West PWC – one of the largest committees – was held at Nautilus International's offices at Mariners' Park, Wallasey, and was almost standing room only. The boardroom was packed with 30 representatives from the union, shipping companies and port authorities, maritime charities and missions, the Department for Transport, port health officers, the UK Border Force, the Maritime & Coastguard Agency, and the Royal Fleet Auxiliary.

Agenda items ranged from Merchant Navy Welfare Board (MNWB) grants, to information leaflets for visiting seafarers, and a programme to replace cars and minibuses used for seafarer support services.

With topical concerns over the spread of the COVID-19 coronavirus, the meeting provided the chance to get 'best practice' advice from port health officers and information about the impact on seafarers.

Following some appalling cases of seafarer abandonment, members of the North West PWC have worked closely to provide a template for supporting the crews of detained ships. The meeting

▲ Members of the North West PWC during their meeting at Nautilus International's offices in Wallasey last month

heard details of current problems onboard a Latvian-flagged vessel which failed a port state control inspection in Birkenhead. Nautilus/ITF inspector Tommy Molloy, who has been helping to secure owed wages and repatriation for some of the crew, said the template

on a project funded by the ITF Seafarers' Trust and administered by the MNWB in which mobile wi-fi or 'mi-fi' units providing access to up to 20 seafarers at a time are made available to visiting vessels. Mr Wilson said the pilot scheme has been so well received by seafarers that more mi-fi units are now needed.

Concerns were also raised about the practice of crew, rather than dockers, lashing containers and cargo – with reports that some seafarers are 'scared witless' about working at height without proper training and protection.

Shortcomings in training for ships' cooks were also discussed, with port health officers highlighting the wide variations in standards and refresher requirements. They warned that the need for more consistency is demonstrated by some 'quite frightening' cases of lapses in basic hygiene, disinfection, temperature control and cross-contamination.

Nautilus welfare services manager Mick Howarth gave the meeting an update on the Union's caseworkers, who last year secured hundreds of thousands of pounds in grants and other forms of support for former seafarers and their families, and who are now working to recover compensation for those suffering from the effects of exposure to asbestos while working at sea.

The committee's discussions also covered problems with safe access to visiting ships, as well as the



▲ North West PWC chairman John Wilson presents a certificate of commendation to port chaplain Dave Robertson, who is retiring after 17 years on the committee. 'I've attended regularly and I'll miss it a lot,' he said. 'The PWC is a great way of working, with its multi-disciplinary nature enabling you to network and find out what's going on.'

provided useful guidance on 'how we direct our efforts to get those with the responsibility to take the appropriate action'.

The committee was told of concerns raised by ship visitors about bullying and harassment onboard – most notably on ships with just one or two from a country within a crew. 'This is becoming more noticeable,' said John Wilson, chief executive of the Liverpool Seafarers' Centre. 'Mix and match crewing is leading to difficulties onboard and impacts upon social isolation.'

The meeting also heard feedback

continued difficulties faced by many seafarers in getting shore leave.

MNWB chair Captain Andrew Cassels said the Mariners' Park meeting provided a good example of how PWCs should work. 'There are about 140 different maritime charities, 70 of them Merchant Navy, and this pulls it all together, giving a platform to discuss everything that is going on and a good way to get connected to the visiting seafarers' side of things,' he added.

'I see the PWCs as the jewel in the MNWB crown, and I am hugely impressed by the way they connect everyone to improve the provision of welfare. By sharing the workload and pooling our knowledge, together we can achieve so much more than doing our own things.'

Mr Wilson has chaired the North West PWC for more than a decade, replacing former Nautilus welfare services manager Liz Richardson in the post, and says he seeks to encourage a healthy exchange of views. 'It is important that everyone feels they have a voice,' he explained.

Mr Molloy said he values the way in which the PWC helps to build cooperation between all those working for the good of seafarers. 'There's a real value in making contacts that can provide the ability to take the most direct way to contact the right people in the various organisations who can provide assistance,' he pointed out.

Bristol PWC

The following week, the Bristol PWC met at the port's seafarers' centre. It's a much smaller committee than the North West PWC, but chair Garry Strickland, from the Sharpness Dock Company, said it still manages to bring together all the key agencies and stakeholders.

This meeting also spent time discussing the threats posed by the coronavirus and the impact of Brexit, as well as the positive



▲ Members of the Bristol PWC following their meeting last month

effects of the Maritime Labour Convention on seafarer welfare cases.

There were talks, too, on such subjects as detained vessels, concerns over onboard bullying and harassment, ship visitors' access to vessels, wi-fi facilities for seafarers, transport to and from the port for visiting crews, and how the PWC could support activities being held under the banner of Seafarers Awareness Week later in the year.

'I've been involved with the committee for eight or nine years now,' said Mr Strickland, 'and we have got a great team here who make a real difference in supporting serving and retired seafarers, not just at times of crisis but on a regular day-to-day basis. Building good communications and networking between us all really helps to get a resolution.'

Mission to Seafarers (MtS) port chaplain Revd Jeremy Hellier said the PWC plays a crucial role in enabling the MtS, the Sailors' Society and the Apostleship of the Sea to coordinate their work in the most effective way. 'We can get on with our own things, but also come together here to get the big picture in a way that harmonises our separate efforts,' he added. 'Between us all, we cover just about everything.'

Tyne Area PWC

The work of the PWCs is coordinated by the MNWB and feeds into its wider strategies, linking into national initiatives such as the port levy

project, which aims to build on the long-standing success of the system used in Tees port by encouraging other authorities to introduce a voluntary scheme of tonnage-based payments to help fund seafarer welfare services.

The MNWB said a joint initiative between the Tyne Area PWC and Tyne Port Authority to launch a local levy scheme in 2017 has served as an excellent example of a modern partnership scheme between shipowners, ports and welfare providers to support and improve seafarers' welfare in port, and has set a template that could be used in other ports yet to benefit from a welfare levy fund.

With the Port of Tyne donating 50p for every £1 raised through the levy, funds totalling £14,250 were raised last year alone, and shared between the Mission to Seafarers, Fishermen's Mission and Apostleship of the Sea.

The Board's grants programme includes a £500 fund available to each PWC each year, which can be employed to help promote seafarers' welfare and raise the local profile of the committee. The South West PWC used this to organise a children's art competition, held in conjunction with Seafarers Awareness Week, and this successful initiative is now being copied by the London and Thames committee, which will use the winning artwork to produce a calendar promoting the PWC and its work in the region.

The MNWB also provides an emergency fund which can be used by PWCs to ease the ordeals of abandoned seafarers and fishing vessel crews, through such things as taking them on recreational trips or providing a TV or DVD player onboard.

However, the work of the PWCs is also as varied as its membership – with a rich diversity of activities being carried out. For example, the Central & West Scotland committee helps to organise regular ‘bon voyage’ evenings at the City of Glasgow College for cadets going to sea for the first time, while the East Anglia committee has helped to secure the provision of a community-funded defibrillator in the port of Lowestoft.

PWCs seek to ensure that lessons from specific incidents are not lost. The Tees committee, for example, helped to develop a comprehensive emergency welfare plan following a bomb scare onboard a ship and the subsequent confusion among the authorities about what to do with the crew of the ship involved. And the East Anglia PWC held a special debriefing session to consider the case of the offshore support vessel *Malaviya Twenty*, which had been detained in Great Yarmouth for over two years.

Throughout the past 70 years, a routine but vital element of the committees’ work has been to support the provision of good facilities ashore for seafarers. In the past year this has helped to secure refurbishments to seafarers’ centres in Gibraltar, Invergordon, Fowey and Warrenpoint, as well as the launch of a new drop-in centre for the crews of ships visiting Groveport on the Trent.

With the UK now stepping up its efforts to police the ILO Convention 188 on the safety and wellbeing of fishing vessel crews, many of the PWCs have been involved in discussions on the special needs of the sector.

PWCs have become increasingly proactive in assessing issues affecting seafarers’ welfare in their regions. This includes identifying any shortfalls in provision and looking at

opportunities for increased support, such as port levies or contributions.

The MNWB is also collaborating with PWCs around the country to encourage widescale adoption of a ‘vision strategy’ for their work. The concept was pioneered by the Tees PWC, which sought to integrate the work of all the seafarers’ charities working on both sides of the Tees to ensure a comprehensive welfare service for visiting crews.

Seafarers using the ‘mi-fi’ units that provide a safe and secure mobile wi-fi signal to visiting crews



Spreading the word

Following a suggestion by members of the MNWB serving seafarers working group, the board held the inaugural UK port welfare conference in Southampton in September last year in a move to bring together all those who provide front-line welfare services to seafarers and fishing vessel crews in UK ports.

The 80-plus delegates not only included the heads of seafarer charities, PWC representatives, seafarer centre managers, port chaplains and the Maritime & Coastguard Agency, but also volunteers from around the country. Items on the agenda included modern slavery, mental health and wellbeing, and understanding the culture of Chinese seafarers, as well as updates on MNWB projects.

The PWC concept is now being adopted by an increasing number of other countries, thanks to the International Seafarers Welfare Assistance Network’s (ISWAN) international port welfare partnership programme (IPWP).

Tilbury-based chaplain Mark Moeller visiting seafarers with a mi-fi router

A successful pilot project funded by the ITF Seafarers’ Trust and ISWAN gained additional support from the TK Foundation, Seafarers UK and MNWB, and the three-year IPWP programme started on 1 February 2017.

The programme has now helped to establish 31 new PWCs in specific ports around the world and has also seen PWCs formed in different ports using the IPWP concept. The most spectacular example of this is Australia, which started with a single PWC in Gladstone during a short visit by IPWP in the pilot phase (2015), and now has PWCs in 13 ports around the country.

‘The MNWB is extremely proud of its PWC structure, which is the envy of other maritime states,’ said chief executive Peter Tomlin. ‘PWCs are unique, as they provide the only forum where organisations that make up the maritime community can meet to review, support and enhance seafarers’ welfare in port.

‘The industry is developing in such a way that the need for a more bespoke, interconnected and coordinated approach to seafarers’ welfare is needed,’ he pointed out. ‘PWCs meet that need now, and over the next decade will become more important as the industry evolves.’



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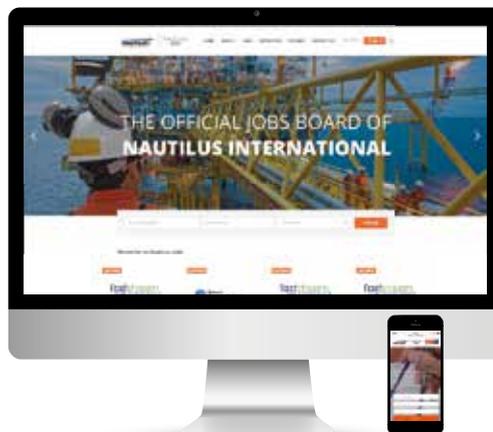
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NEVER TOO LATE TO SHOW APPRECIATION

As the UK gears up to mark the 75th anniversary of VE Day next month, one British Merchant Navy veteran has received a surprising tribute for his Second World War service. Family friend **Joanne Cottam** reports on a proud day for former radio officer Donald Hunter

▲
At the Norwegian embassy L-R: Cdr Kenneth Zachariassen, Stephen Fry, Cdr Ragnar Johannessen, Cdr Nicholas Chatwin, Susan Keane, Colonel John Andreas Olsen, Donald Hunter, Ian Hunter, Keith Oakley, Barbara Oakley, Linda Oakley and Roger Round

On 7 February 2020, Donald Hunter was presented with HM The Norwegian King's Commemorative Medal. This is a royal decoration of Norway and was established in 1906 by King Haakon VII. It is awarded to individuals for particularly meritorious service to the King.

Don attended the Norwegian Embassy in London's Belgrave Square with his

family and friends to receive the gold medal. It was presented to him by the defence attaché Colonel John Andreas Olsen. The citation reads: 'For your valuable service in helping to restore freedom to our country'.

Don served in the Merchant Navy as a radio officer on three Norwegian ships during the Second World War's Battle of the Atlantic. The MT Thorshov was a

tanker, the SS Viggo Hansteen was an ammunition ship and the MV Gard a high-octane aviation fuel ship.

Along with his late wife Jean, Don is well known in the Dover area for his work to ensure recognition for fellow Merchant Navy veterans. He was very honoured to receive this prestigious medal for his own services to Norway, and said he had a thoroughly enjoyable day. **t**

April Falklands weekend in Hull likely to be postponed

All the planning has been done for the Falklands weekend due to take place in Hull on 25-26 April 2020 (announced by Nautilus member Keith Thompson in the February Telegraph). However, as the Telegraph went to press, the UK government was moving towards a ban on large gatherings, which would probably still be in force on the dates scheduled for the event.

It would be a major event in Hull, with exhibitions from the armed forces and veterans. Members of the South Atlantic Medal Association are due to attend with 200 veterans from all over the UK.

Some 5,000 people were expected at the open air events on the Saturday, and for the Sunday service and parade at the Hull Minster, the organisers were expecting full capacity of 700 at the church.

'Having worked with the armed forces, veteran associations and the Hull city council events team over the last four months, it will be a bad blow to us if the event is cancelled,' said Mr Thompson, 'but unfortunately this is looking increasingly likely.'

For more information, email keiththompson26@outlook.com. **t**

Two decades of shipping on a still-vibrant river

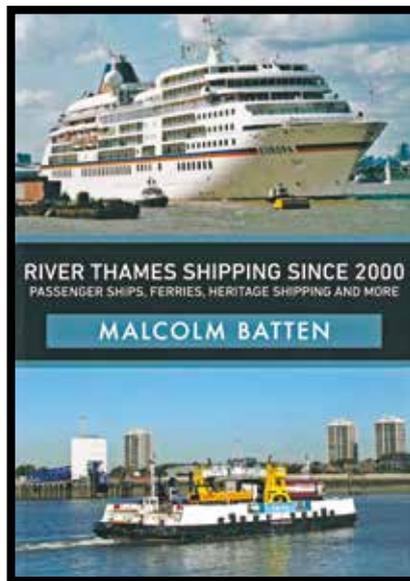
This month's reviewed titles take the reader on a tour around the UK, looking at the recent history of the country's shipping. And to kick things off, we have two linked books about commercial traffic on the River Thames in the past two decades – a period in which the waterway has been experiencing something of a renaissance.

The demise of the London docks is a well-known story, as the largest expanse of enclosed dockland in the world gradually became obsolete in an era of container shipping and mega tankers. To visit the Thames in east London today is to see the old warehouses turned into upmarket apartments and shops, with London City Airport now the main transport hub.

'But the commercial life of the river didn't die – it just moved downriver,' points out author Malcolm Batten. As early as 1968, Tilbury Docks in the Thames estuary were being adapted to handle container ships and ro-ro ferries. New terminals were built over the years with easy access to the M25 motorway, Dartford Tunnel and Queen Elizabeth II Bridge, and a new container port – London Gateway – opened in 2013 to handle the largest containerships now afloat.

Turning to Batten's Cargo Shipping book, we see what this has all meant for merchant

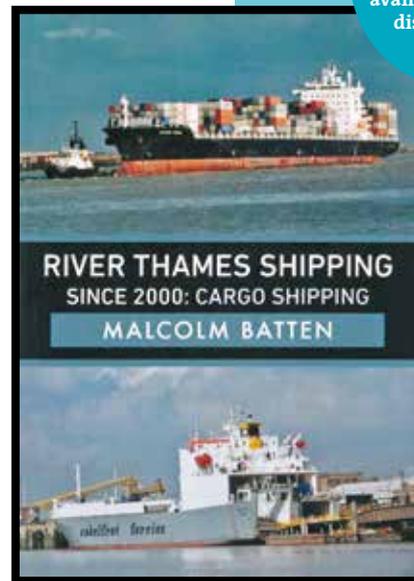
River Thames Shipping Since 2000: Passenger Ships, Ferries, Heritage Shipping and More
By Malcolm Batten
Amberley, £14.99
ISBN: 978 14456 90711



vessels on the lower Thames, as the author turns a keen ship-spotting eye to some vast visitors. Bulk carriers, car carriers, tankers, dredgers, containerships: they're all there in a picture book that captures the commercial essence of today's river.

In the companion volume, Batten takes a look at all the other vessels that we can see on the Thames, and these are perhaps more likely to make it upriver. Cruiseships can moor at Greenwich, for example, and large research ships and military vessels are welcomed through the raised Tower Bridge for special occasions. There are thriving ferry services

River Thames Shipping Since 2000: Cargo Shipping
By Malcolm Batten
Amberley, £14.99
ISBN: 978 14456 97321



and beloved historic ships – and the Queen's diamond jubilee in 2012 saw the river in the city centre come to life with a pageant of boats that brought to mind the density of years gone by.

Almost all the pictures were taken by the author himself, and he clearly loves his work. There are hundreds of vessels in the two glossy paperbacks, displayed mostly at two to a page with an informative caption for each. Batten doesn't limit himself to the 21st century if he feels the need for an older picture to give some historical context, and the 'then-and-now' format is always interesting.

Given that these works

are likely to find their main audience in the maritime community, it's a shame that there's no index of the individual vessels featured. And for publications that are so picture-heavy, many of the images could have done with being a little sharper.

However, the books provide shipping enthusiasts with an enjoyable trip along the Thames, and the author commendably takes the opportunity to highlight the Waverley restoration campaign by showing the historic paddle steamer in action and directing readers to www.waverleyexcursions.co.uk 

Books of the month

These two titles are available at a special discount in the Nautilus Bookshop

If you enjoyed the first one...

It's always nice to see that a book has proved so popular that the author has been asked to do a follow-up, and that's the case with **South Wales Tugs – the Return Voyage**.

Andrew Wiltshire's 2018 volume **South Wales Tugs in Colour** took the reader on a journey down the Bristol Channel from Newport to Swansea, and now we're

heading back up again with another quirky picture book.

Port by port, we are shown

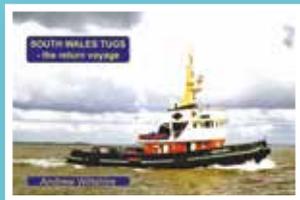
images of the hard-working little vessels associated with the area, both past and present. Each photo comes with a potted history of the tug in question, which can include service in wartime, stories of long-gone feuds between operators, and enough technical information to satisfy the maritime geek in us.

For example, the Swansea tug Talbot, we are told, was 'powered by an 8-cylinder Alpha-B&W type diesel of 960bhp, driving a controllable-pitch propeller in a fixed Kort nozzle'. And if that sounds appealing, you'll be pleased to know that there's a good picture of the Talbot from 1970 and you can still find the vessel going strong as the Achilles in the Greek port of Volos. **1**

South Wales Tugs – the Return Voyage

By Andrew Wiltshire

Coastal Shipping Publications, £9.95
ISBN: 978 19029 53960



Back in time for a ferry nice holiday in the 1970s

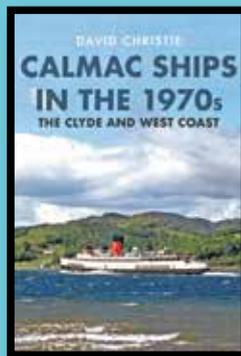
David Christie has been a fan of Caledonian MacBrayne's characterful ferries since he was a child, and in this nostalgic book, he takes us back to the 1970s by sharing his own photos taken on family holidays and days out in Scotland.

We won't be seeing pictures of his mum and dad by a stripy beach windbreaker, though; teenage David was clearly a pretty skilled and serious ship photographer. He set out to capture as many Calmac vessels as possible, and there are many well-known names here, from Queen Mary to Waverley.

Almost every page of the book features colourful ship pictures, and there is some

accompanying information about the vessels – although it's a pity this is all found in a densely laid-out text section at the beginning of the book rather than being set alongside the images. Still, it's a nice visual record

of times past that will no doubt stir up some fond memories. **1**



Calmac Ships in the 1970s – the Clyde and West Coast

By David Christie

Amberley, £14.99
ISBN: 978 13981 00640

Connoisseur's guide to a lost British operator

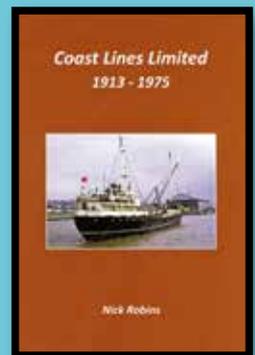
This comprehensive company history will have a niche audience, but promises rich rewards for connoisseurs of British coastal shipping.

As the introductory sections explain, **Coast Lines Limited 1913-1975** is the last in a series of four books exploring the companies that would eventually form Coast Lines – 'the largest and most successful coastal shipping company of the 20th century'. It's

unclear whether this means in the UK or in the whole world, but it's still a good claim.

Fans of the Telegraph's regular Ships of the Past feature should enjoy the plentiful vessel illustrations throughout the book, and there's a most satisfactory fleet list at the end of the main narrative. This gives a potted history of each vessel in operation between 1913 and 1975, whether these were originally under the banner of Powell, Bacon & Hough Lines or always part of Coast Lines.

And full marks to the publisher for also including an index of vessels in alphabetical order to help seafaring readers find ships they or their family members may have sailed on. **1**



Coast Lines Limited 1913-1975

By Nick Robins

Coastal Shipping Publications, £16.00
ISBN: 978 19029 53953



NAUTILUS BOOKSHOP

Buy the books reviewed on these pages in the Nautilus Bookshop at www.marinesocietyshop.org/nautilus-bookshop and support a great maritime charity. Hosted by the online Marine Society Shop, the Nautilus Bookshop stocks books reviewed in the Telegraph each month, and any profits from sales go towards the Marine Society's educational work for seafarers.

- Go to www.marinesocietyshop.org/nautilus-bookshop to purchase reviewed titles online and browse a selection of recent releases. One of our reviewed titles is designated 'book of the month', and will be available at a special discount.
- 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.

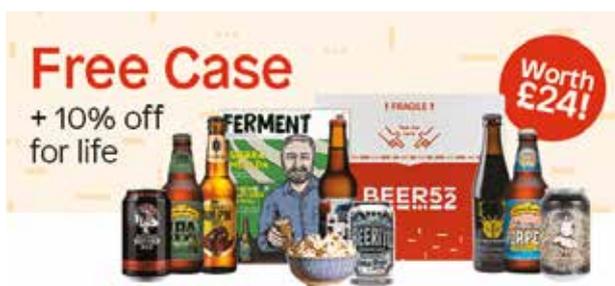
Nautilus Plus gives you access to a range of benefits and discounts designed to support members both personally and professionally. This month's highlights include:



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Lifestyle vouchers can be redeemed online, in-store or both, depending on the retailer. This gives you the full flexibility to choose your redemption method while also maximising your savings. Vouchers can be split and spent across multiple big brand names, so you're not limited to spend in one place and potentially lose your change from purchases. Lifestyle gives you the most choice of retailers, all in one place.



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SHIPS OF THE PAST

By Andrew Linington

In the mid 1960s, the British shipping companies P&O, Ocean Steam Ship, Furness Withy and British & Commonwealth combined to form Overseas Containers Ltd (OCL) in a strategy to generate the huge funds needed to containerise shipping services between Europe, the Far East and Australia.

The OCL vessel Tokyo Bay was the first of a new generation of £10m British containerhips for the Far East run and was initially deployed in the Trio Lines consortium, formed by two British companies, two Japanese operators and a West German firm.

Claimed by OCL to be the largest and most powerful containerhip yet built when launched in 1972, the vessel was of 59,068 gross tons with a capacity for some 2,300 20ft containers, and was said to be capable of doing the same work as up to eight conventional cargoships.

Built in Hamburg by Howaldtswerke-Deutsche Werft, Tokyo Bay's design drew from the teething problems experienced by OCL's Encounter Bay class on the Australian run, with changes to the bow and hull shape intended to reduce pitching and torsional movements in heavy seas.

Of 289.57m (950ft) loa, Tokyo Bay was originally powered by two Foster Wheeler ESD III roof-fired boilers supplying superheated steam to twin Stal-Laval cross-compound turbines, each developing 40,560shp at 136rpm. The twin-screw vessel had a service speed of 26 knots – although it reached 30.06 knots during trials – and was fitted with two transverse bow thruster units and a set of activated fin stabilisers of 80 tons lift each side.

The bridge layout was finalised after a full-size mock-up was built to optimise the location of the equipment to reflect different navigational demands during coastal and general at-sea operations.

When launched, Tokyo Bay's eight holds were designed to accommodate 1,944 containers stowed in cells 10 wide across the ship and nine high. The remaining 356 were stowed on the hatch covers, stacked three high and 13 wide across the vessel.

The ship initially ran with a crew of 38, and the master, chief officer, senior second officer and junior second officer all held master's certificates. There were also three first class certificate holders in the engine department.

In 1981 Tokyo Bay was fitted with new engines – two eight-cylinder Sulzer diesels – at the Mitsubishi Heavy Industries yard in Kobe. In November 1984, the vessel was sold to the Chase Manhattan bank and leased to OCL and in June 1986 P&O acquired OCL, turning the resulting fleet into P&O

Containers Ltd (P&OCL).

Between 1991 and 1995, Tokyo Bay's ownership shifted between P&OCL and Howill Shipping, and in April 1996 the vessel was flagged out to Bermuda just a few months before being chartered to

Neptune Orient Line and renamed NOL Steno. The ship served on NOL's services between the US east coast and the Far East for almost two years, before returning to P&O Nedlloyd in February 1998. Renamed P&O Nedlloyd Tokyo, the vessel was sold for scrap only six months later.

While sailing to the breakers in Alang, India, as the Jay Matadi and under the St Vincent & Grenadines flag, the vessel suffered an engine room fire in the South China Sea. The crew had to be evacuated onto the P&O Nedlloyd Barcelona and the ship had to be ignominiously towed to Singapore before demolition in October 1998. 

In Tokyo Bay's initial crew of 38, the master, chief officer, senior second officer and junior second officer all held master's certificates

telegraph

MACHINIST JAN DE ROVER: 'GEWOON LID WORDEN VAN DE BOND'

NAUTILUS LEDEN WERVEN NIEUWE LEDEN

Nautilus lid Jan de Rover, machinist bij ThyssenKrupp Veerhaven, toonaangevende duwvaartrederij in de droge bulksector, probeert al jarenlang niet-vakbondsleden ervan te overtuigen lid van Nautilus te worden. Jan de Rover: 'Waarom? Nou ik vind dat we allemaal lid moeten zijn van de bond. Want dankzij de vakbond hebben we een goede cao en ontvangt iedereen hier ook een goed salaris. Daarvoor voert de vakbond cao onderhandelingen. En dat kan alleen maar als wij, de leden, onze contributie betalen. Daar profiteren ook de niet-vakbondsleden van. Dus dan is het toch wel rechtvaardiger voor ons allemaal, dat we ook allemaal lid zijn van de bond.'

'Akkefietje met je baas'

'Bovendien heb je als lid recht op juridische ondersteuning als je eens een akkefietje hebt met je baas. Daar kun je ook wel een gewone rechtsbijstandverzekering voor afsluiten, maar, zeg ik altijd, 'bij Nautilus hebben ze gespecialiseerde, maritieme advocaten, die het klappen van de zweep kennen'.

Als lid bepaal jij de koers...

'Daarnaast kun je als (kader)lid direct meepraten op nationaal en Europees niveau over zaken als bemanningswetgeving en dergelijke. Met andere woorden zo kun je als lid de koers van je bond (mede)bepalen op allerlei gebieden!



Jan de Rover:
'Gewoon
allemaal lid
worden van de
vakbond'

Werkgever laat zich ook bijstaan

Bovendien zijn de werkgevers ook verenigd in een werkgeversvereniging. Die hebben dus als het ware hun 'eigen bond'. Die treden ook gemeenschappelijk met elkaar op. En die zien jou als eenling nauwelijks staan. Je hoeft dus ook niet bang te zijn om lid van de bond te zijn, want je werkgever laat zich ook bijstaan.

Kortom: gewoon allemaal lid worden dus!

Bovendien kun je vaak nog een deel

van je contributie aan het eind van het jaar fiscaal verrekenen!

Of niet-leden na mijn 'babbeltjes' nog lid worden ook? Jazeker, ik heb er in de loop der jaren al velen lid gemaakt. Wel belangrijk hoor, deze ledenwerfactie, maar persoonlijk hoef ik daar geen prijs voor te krijgen...'

Hoe meer leden, hoe sterker we staan
Hoe meer leden, hoe sterker we staan als maritieme vakbond. Daarom is Nautilus 15 januari jongstleden de Nautilus ledenwerfactie gestart. De actie loopt tot 15 april a.s. Doe ook mee als lid en maak bovendien kans op het winnen van mooie en leuke prijzen. Maandelijks reiken we een prijs uit voor de 'meest opvallende manier van ledenwerving'.

En aan het eind van de actie is er de speciale prijs voor het lid, dat -op de meest creatieve wijze- de meeste leden heeft geworven tijdens de actieperiode. Ook zijn er nog een aantal kleinere prijzen te winnen. De bekende VVV-bon actie van 10 euro, voor het aanbrenge van een nieuw lid, wordt tijdelijk stopgezet tijdens de actieperiode.

Vraag de zipcardfolder op

Het zou mooi zijn als we dat als Nautilus leden voor elkaar krijgen met elkaar. Om onze leden te ondersteunen met argumenten waarom een collega dat nog

Internationale Vrouwendag ook bij Nautilus gevierd

Zondag 8 maart jongstleden werd wereldwijd de internationale vrouwen dag gevierd. Vooral ook door de vrouwelijke, maar ook mannelijke, werknemers van Nautilus International in het Verenigd Koninkrijk, Zwitserland



en ook, met enkele vrouwelijke leden erbij, op het Nederlandse kantoor in Rotterdam. Op maandag 9 maart werd hiertoe een feestelijke lunch georganiseerd op alle Nautilus kantoren. 

geen lid is ook lid zou moeten worden, heeft Nautilus een speciale Zipcard folder ontwikkeld. Heb je deze nog niet? Vraag 'm even aan via: infonl@nautilusint.nl

Schrijf je collega in als lid van Nautilus!

Wij hebben een aantal argumenten op een rij gezet, die jou als lid kunnen helpen met het overtuigen van collega's (die nog geen lid zijn) ook lid te worden van Nautilus.

Voor goede loon- en arbeidsvoorwaarden, kansen op werkgelegenheid en vele andere zaken die we nu als 'normaal' beschouwen, is in het verleden hard geknokt door vakbondsleden (jouw voorgangers en huidige collega's!). Maar wat je hebt, kun je kwijtraken. Werkgevers hebben immers vaak een ander belang dan jij. Zonder het tegenwicht van vakbondsleden, verenigd in Nautilus International, kunnen al die verworven rechten worden wegbezuinigd en is er een groeiend risico dat zelfs jouw baan wordt weggegeven aan een goedkopere collega. Daarom is het belangrijk onze groep zo groot mogelijk te houden: Maak een collega lid, samen staan we nog sterker!

Spelregels Nautilus Ledenwerfactie/van 15 januari t/m 15 april 2020

Als je als lid van Nautilus een nieuw lid werft, dien je je eigen gegevens, naam, lidnummer en postcode te vermelden op het aanmeldingsformulier van het nieuw geworven lid.

Wanneer het nieuwe lid vervolgens zijn eerste maandcontributie daadwerkelijk betaald heeft (en dit bedrag niet wordt teruggehaald door zijn/haar eigen bank), ga je meedingen naar de speciale actieprijs. Indien je tot de prijswinnaars behoort, krijg je automatisch apart bericht hierover.

Deze prijzen kun je winnen:
BRUNCHEN OP DE EUROMAST?
RONDVAART LANGS KINDERDIJK? BED & BREAKFAST IN EEN FORT?

Hoofdprijzen/keuze uit:

- brunchen-op-de-euromast
- slipcursus-leuk-en-leerzaam
- wijnproeverij-in-het-hart-van-maastricht
- romantisch-varen-door-giethoorn

Kleine prijzen = Waardebon van 25 euro of keuze uit:

- vr-race-experience
- rondvaart-langs-kinderdijk
- romantiek-in-de-hoogste-sauna-van-nederland

Extra prijs voor een lid dat de meeste leden heeft gescoord/keuze uit:

- bed-breakfast-in-een-fort
- cadeau/moonlight-uil-en-workshop
- rondleiding-en-diner-ss-rotterdam/

Let op: Als een collega je aanmeldt als nieuw lid, laat ons dan svp even weten door wie (naam en functie) je als lid bent aangemeld. Stuur een mail naar: infonl@nautilusint.org

Aanmeldingsformulieren nodig? Mail even naar E: infonl@nautilusint.org
Veel succes! 

DOCKERS CLAUSE IN DE PRAKTIJK

NAUTILUS EN ITF GRIJPEN IN BIJ FEEDERSCHIP

De vernieuwde dockers Clause is wereldwijd al sinds begin 2018 van kracht, maar Europa en Canada waren daarvan tot begin dit jaar uitgezonderd. Vanaf 1 januari 2020 geldt de vernieuwde Dockers Clause nu wereldwijd, waarin opgenomen is dat sjorwerk in principe alleen nog mag worden uitgevoerd door gekwalificeerde havenwerkers. Alleen als die niet beschikbaar zijn, mogen onder voorwaarden zeevarenden worden ingezet.

Een van deze voorwaarden is dat – indien het loon van een volwassen havenarbeider volgens het plaatselijk tarief méér bedraagt dan hetgeen waarop de betrokken zeevarende krachtens dit reglement aanspraak heeft – hem bovendien dit meerdere voor deze werkzaamheden toegekend wordt.

Praktijk is weerbarstig

De afspraken over ladingbehandeling, waaronder betaling van sjorgeld, zijn ook opgenomen in het reglement van de CAO Handelsvaart en de handhaving hiervan is recent aan boord van een schip onder Nederlandse vlag in de praktijk gebracht. Dit schip had als feederschip een aantal shortsea reizen gemaakt, waarbij in het vastzetten en losmaken van containers aan boord door de bemanning was uitgevoerd. Het sjorgeld hiervoor was echter nog niet aan hen uitbetaald.

Bezoek aan boord: sjorgeld alsnog uitbetaald

Naar aanleiding van meldingen van de bemanning hierover hebben vertegenwoordigers van Nautilus International en de ITF in Rotterdam een bezoek aan boord van het schip gebracht. Na overleg met de bemanning en de inmiddels ook gearriveerde vertegenwoordigers van de rederij is hierover afgesproken dat het volledige uitstaande bedrag aan sjorgeld (meer dan 10.000 Euro) aan de bemanning aan boord betaald en aan de reeds afgeloste crew nabetaald zou worden.

De bemanning en de rederij hebben ons bevestigd dat het sjorgeld dezelfde dag persoonlijk aan boord werd uitbetaald en dat de eerder afgeloste bemanning dit op kort termijn nabetaald krijgt.

Internationaal karakter

Of het nu gaat om de koopvaardij, waterbouw, binnenvaart of de offshore, hetgeen al deze maritieme sectoren bindt is het internationale, grensoverschrijdende karakter. Worden de afspraken over betalingen niet nagekomen of heeft u daar bedenkingen bij?

Neem dan contact met ons op, via tel: 010 – 477 11 88 of infonl@nautilusint.org 

LEDEN EN HUN WERK

NAUTILUS STAAT VOOR U KLAAR

Niet stilzitten als je geschoren wordt

Ons lid Frank* hadden wij eerder juridisch ondersteund met een beëindigingsovereenkomst, vanwege een reorganisatie bij het bedrijf waarvoor hij zich maar liefst ruim 20 jaar had ingezet. Ondanks een redelijke ontslagvergoeding voelde Frank zich verdrietig over het einde van zijn dienstverband. Hij was dan ook heel blij toen hij ons kon vertellen dat hij via een uitzendbureau een nieuwe baan gevonden had.

WW-aanvraag

Na een aantal maanden kregen we weer een bericht van Frank. Hij vroeg ons of we hem konden helpen met zijn WW-aanvraag. Via het uitzendbureau had hij -na twaalf weken- namelijk te horen gekregen dat er geen werk meer voor hem was. Uiteraard was Frank teleurgesteld en had meteen een WW-uitkering aangevraagd. Deze werd hem echter geweigerd omdat Frank 'verwijtbaar werkloos' zou zijn geworden. Door alle sores daarover kon Frank het in eerste instantie niet opbrengen om daartegen formeel bezwaar te maken. Hij belde toch daarna het UWV met de vraag wat hij nu het beste kon doen. Het UWV gaf aan dat de bezwaartermijn inmiddels weliswaar verstreken was, maar dat hij wel nogmaals een WW uitkering kon aanvragen.

Het resultaat luidde echter wederom: 'Geen WW door verwijtbaar werkloosheid'.

In bezwaar

Gelukkig belde Frank toen met Nautilus. In eerste instantie schrok de Nautilus medewerkster van zijn bericht. Immers geen WW toekenning als gevolg van verwijtbaarheid is nogal wat. Wat had Frank dan misdaan? Hij gaf aan dat er niets was gebeurd wat verwijtbaar was. Het uitzendbureau had aangegeven dat het werk geëindigd was, dat was geen reden voor het weigeren van een WW-uitkering. Nautilus tekende daarom bezwaar aan en liet weten dat er van verwijtbaarheid geen sprake was.

Namens Frank heeft Nautilus het dossier toen bij het UWV opgevraagd. Wat bleek: het uitzendbureau had weliswaar aangegeven dat het werk eindigde, maar de inlener had gezegd dat Frank ontslagen was wegens zijn gedrag. Ook had Frank op het WW aanvraagformulier zelf ingevuld dat hij op staande voet was ontslagen. De reden hiervoor was dat het digitale formulier op het eerste gezicht slechts de volgende drie mogelijkheden aangaf: 'Ontslag in de proeftijd'; 'Ontslag op eigen verzoek' en 'Ontslag op staande voet'. Uit die beperkte keuze had Frank de derde aangekruist.

Hoor en wederhoor

Gelukkig konden Frank en de Nautilus medewerkster een toelichting en uitleg geven tijdens een hoorzitting bij het UWV. Formeel gezien is het uitzendbureau Franks' werkgever. De inlener had hem op een maandag verteld dat er vanaf het eind van die week geen werk meer voor hem was. Dat is dus bepaald geen ontslag op staande voet. Bovendien bleek er geen sprake van verwijtbaar gedrag, maar Frank was nog onervaren met het vrachtwagenchauffeurswerk en had daardoor enkele lekke banden gereden. Maar dat Frank nog onervaren was, was bij de inlener bekend. Er was dus geen sprake van verwijtbaar gedrag.

Uiteindelijk was het UWV door de toelichting bij de hoorzitting hier ook van overtuigd geraakt. Drie weken later berichtte het UWV aan Frank dat zijn WW-uitkering alsnog toegewezen werd. Echter wel met ingang van het tweede verzoek. Een 'deadline' is bij het UWV dus echt onverbiddekelijk.

Frank heeft gelukkig inmiddels alweer een jaarcontract bij een ander bedrijf en heeft zich voorgenomen voortaan niet te aarzelen om contact met Nautilus op te nemen, via:

infonl@nautilusint.org 

*Gefingeerde naam

EDUCATIE

ZEEBENEN AMBASSADEURS BIJEEN OP POLLUX

Jaarlijks komen de ambassadeurs van het project 'Zeebenen in de klas' bijeen voor hun ambassadeursdag. Ditmaal op het voormalige opleidingsschip voor de koopvaardij: de Pollux. Ooit klommen hier matrozen in het want. Nu ligt de driemaster afgemeerd bij de NDSM-Werf aan het Amsterdamse IJ en dient het als restaurant.

Nautilus deelnemer in gezamenlijk project

Het doel van de voorlichtingscampagne 'Zeebenen in de klas' is leerlingen van groep 7 en 8 in deze fase van hun schoolperiode te interesseren voor het zeevarend beroep onder het motto: 'de kapitein hoort thuis in het rijtje met piloot en brandweerman'. De campagne is een gezamenlijk project van de KVN, vakbond



Nautilus International, Nederlands Loodswezen en de Nederlandse Vereniging van Kapiteins ter Koopvaardij. De ambassadeurs zijn vooral actieve en gepensioneerde kapiteins, stuurlieden (hoofd) werktuigkundigen en

loodsen. Nautilus communicatie adviseur Hans Walthie is de projectleider, Caro Cordes de projectcoördinator.

De voorlichtingscampagne Zeebenen in de klas is een initiatief van de Taskforce Arbeidsmarkt Zeevarenden (TAZ). Het project wordt gefinancierd door het Opleidings- en Ontwikkelingsfonds Zeescheepvaart (O&O-fonds).

10 Jaar Zeebenen in de klas

In de maand september bestaat het project 10 jaar. Om dit te vieren wordt er op dit moment een feestelijke bijeenkomst voorbereid. Tijdens deze ambassadeursdag werden de eerste plannen hiervoor al gesmeed. De bijeenkomst zal plaatsvinden op de Groen van Prinsterer school in Capelle aan den IJssel, waar het project 10 jaar geleden ook van start ging. 

Interactieve Nautilus workshop Bedrijfsvoering voor HVA Marofs

Op 13 februari jongstleden verzorgde Nautilus communicatie adviseur Hans Walthie, in samenwerking met de Hogere Zeevaartschool Amsterdam, een interactieve workshop over een aantal conclusies en aanbevelingen uit het rapport 'Zeewater door de Aderen'. In het tweede semester van het derde jaar van de Maritiem Officier opleiding van de Hogere Zeevaartschool Amsterdam voeren de studenten, in projectgroepen, een project uit met als thema 'het verbeteren van de bedrijfsvoering'. Dit kan betrekking hebben op de bedrijfsvoering aan boord of de bedrijfsvoering binnen een rederij.

Hogere toegevoegde waarde

HVA Techniek leraar Cees de Groot: 'Het doel van het project is om onze studenten een advies te laten opstellen met betrekking tot het verbeteren van een onderdeel van de bedrijfsvoering of om een ontwerp te maken van een 'systeem' dat kan bijdragen tot de verbetering van deze bedrijfsvoering. Deze verbetering zou bijvoorbeeld kunnen resulteren in lagere kosten of een hogere toegevoegde waarde. Onderdelen van de bedrijfsvoering die wij willen betrekken bij dit project zijn

(1 t/m 6 rederij; 7 t/m 11 schip):

- 1 Commercial Operations Management
- 2 Crew Operations Management
- 3 Technical Operations Management
- 4 Maritime Energy Management
- 5 Safety and Security in Shipping Operations
- 6 Ocean Governance and Sustainability
- 7 Bridge Operations
- 8 Engine Room Operations
- 9 Deck and Ballasting Operations
- 10 Cargo Handling Operations
- 11 Maintenance of Ship and Equipment (Engine, Deck, Hull)

Shock Doc op Nautilus Symposium?

Na de belangrijkste in's en out's van dit



'Sommige studenten schreven zich ook meteen in als Nautilus lid'

rapport inzake duurzame inzetbaarheid te hebben doorgenomen gingen de ruim 20 Marof studenten vervolgens in 5 groepjes met elkaar aan de slag om een aantal werkbare aanbevelingen op te stellen. Uitgangspunt hierbij was het creëren van een 'Win/Win' situatie voor zowel de reders als de zeevarenden. Er werd met name voortgeborduurd op de rapport-aanbeveling: 'bestudeer creatieve oplossingen om belemmeringen aan boord, waaronder administratieve taken te verlagen en de factoren werkdruk en fatigue te beperken'. Maar ook het onderwerp 'samenwerken in diverse, multiculturele teams' kwam veelvuldig aan bod. Eén tot de verbeelding sprekende creatieve oplossing was het inzetten van een zogenaamde 'Shock Doc' om tot vernieuwende manieren van aanpak te komen...

Shock Doc is een verzameling documentaires uitgezonden op RTL5, waarin bij elke aflevering een nieuw, meestal schokkend, onderwerp

centraal staat.

Nieuwsgierig geworden naar de uitkomsten? Tijdens het openbare Nautilus Symposium op 23 juni a.s. geven de studenten een presentatie over hun bevindingen.

Rapport Zeewater door de aderen

Op 11 april 2018 werd het rapport 'Zeewater door de aderen' gepresenteerd, op basis van een enkele maanden durend onderzoek naar duurzame inzetbaarheid in de Zeescheepvaart. In opdracht van het bestuur van de Stichting Opleidings- en Ontwikkelingsfonds Zeescheepvaart, waarin ook Nautilus zitting heeft, en het bestuur van de Stichting Zee-Risico 1996 spraken onderzoekers van Factor Vijf Organisatieontwikkeling onder meer met zeevarenden en werkgevers, werd een uitgebreide enquête gehouden en voeren onderzoekers mee op schepen. www.factorvijf.eu/zeewater-door-de-aderen-onderzoek-naar-di-in-de-zeescheepvaart 

JASPER DOLK WINT NAUTILUS PRIJS MEEST SOCIALE STUDENT

Jasper Dolk ontving 6 februari jongstleden tijdens het STC MBO Rotterdam Certificatenfeest de Nautilus prijs Meest Sociale Student. De 23-jarige Hellevoeter ontving de prijs uit handen van Nautilus communicatie adviseur Hans Walthie, die kort daarvoor het door de STC leraren samengestelde juryrapport in een met studenten, ouders en fans volgepakte Lloydzaal had voorgelezen:

Erste en tweede stage bij Wagenborg

Hij is bereid zich in te zetten voor de klas en de school.

Hij is lid van de leerlingenraad en regelmatig actief met het delen van informatie binnen de klas.

Eigenlijk vervuld hij 'ongevraagd' de functie van klassevertegenwoordiger. Hij is altijd aanwezig maar is niet 'erg aanwezig': want hij voert niet het hoogste woord en zal daardoor niet erg opvallen.

Zijn schoolprestaties zijn prima. Voor docenten dus de ideale leerling. Zijn eerste stage heeft hij gelopen bij Wagenborg. Bij Wagenborg weten ze ook wat voor vlees ze in de kuip hebben en willen ze hem graag terug hebben als leerling ... en wellicht ook daarna. Zeer binnenkort gaat hij weer aan boord van de Fivelborg. De meest



sociale student is: **Jasper Dolk**

Lekker avontuurlijk

'Ik had totaal niet verwacht deze prijs te winnen, maar ik ben er toch wel trots op', stelde een blij verraste Jasper na afloop. Na een studie Microbiologie besloot hij toch uiteindelijk, net als zijn vader, voor een 'leven in de zeevaart' te kiezen. 'Ja, dat trekt me toch meer, helemaal nu ik bij Wagenborg stage heb gelopen. Altijd weer spannend waar je naar toe moet, lekker avontuurlijk. Bijvoorbeeld eerst te horen krijgen dat je naar Philadelphia moet varen en dan blijkt

het naar Sint Petersburg, de andere kant op, te gaan. Lange tochten maken, dat boeit mij ook.'

Mijn vriendin wist waar ze aan begon

'Of mijn vriendin dat ook goed vindt? Nou, ze wist waar ze aan begon met me. En ik heb bewust voor dit beroep gekozen. Maar we hadden tijdens mijn eerste stage veel contact onderweg hoor. Bij Wagenborg hebben ze een goede Wifi verbinding en met Whatsapp gaat het ook tof. Dat was in mijn vaders tijd wel anders. Die schreef nog veel brieven naar mijn moeder. Die kreeg je wel eens een paar weken later. Dat waren andere tijden ja. Wat ik denk van autonoom varen? Nou, dat zal mijn tijd wel duren. Bovendien zie ik meer in semi-autonoom varen. Je zult toch altijd wel wat mensen aan boord nodig blijven houden. Voor als er wat onverwachts gebeurt alleen al.'

Meerwaarde maritieme vakbond

'Of ik nog meerwaarde in een maritieme vakbond zie? Zeker wel. Ik vond de Nautilus gastles erover tijdens mijn studie zonder meer interessant. Ik denk als ik echt ga werken, dat ik dan wel lid word ja. Je moet het toch met elkaar doen aan boord. En samen sta je ook sterker!' 

Nautilus op Open Dag Maritieme Academie Harlingen

Een FNV Waterbouw lid (rechts) bezoekt de Nautilus stand, samen met zijn zoon, die MBO Binnenvaart wil gaan doen.

Zaterdag 8 februari jongstleden hield de Maritieme Academie Harlingen Open Huis. Tal van aankomend binnenvaarten en zeevaartstudenten kwamen een kijkje nemen, proeflessen volgen en zich laten informeren op de bedrijvenmarkt. Om vervolgens zelf eens al simulerend mee te varen in het moderne Harlinger simulatiecentrum of daadwerkelijk zelf aan boord te gaan van een van de opleidingsschepen.

Speciaal jongerentaruief

Ook bij de Nautilus stand lieten een aantal jongeren en hun ouders zich informeren over waar de maritieme vakbond voor gaat en staat.



Uiteraard werd het speciale lidmaatschap voor studenten gepromoot, waarbij men voor slechts

€3,75 per maand onze vakbladen 'Telegraph' en 'SWZ Magazine' toegezonden krijgt. Verder biedt het lidmaatschap een 24/7 service, waardoor onze (jonge) leden ons altijd kunnen benaderen, ongeacht waar men zich bevindt in de wereld. Nieuwsgierig geworden over Nautilus en het vakbondslidmaatschap? Kijk dan voor uitgebreide informatie op onze website.

Zeiland de wereld rond met Laura Dekker

En wie zelf nog eens de wereld rond wilde zeilen kon terecht bij een indrukwekkende presentatie van Laura Dekker. In 2010 vertrok Laura, op 14 jarige leeftijd, vanuit Gibraltar voor haar grote droom. Solo de hele wereld rond zeilen! En op 21 januari 2012 had Laura met 16 jaar en 4 maanden 27.000 mijl afgelegd en vele landen bezocht! 



Langdurig onderhandelingstraject met Greenpeace

De onderhandelingen voor een nieuwe CAO met Stichting Greenpeace Council (SGC), werkgever van meer dan 100 internationale bemanningsleden aan boord van de schepen van Greenpeace, verloopt stroperig.

De voorgaande CAO, die eindigde op 31 december 2018, is schriftelijk opgezegd, waarna samen met de leden de voorstellen voor een nieuwe CAO vastgesteld en naar de werkgever gestuurd zijn. Hierbij is het FNV loon- en arbeidsvoorwaarden beleid voor 2019 richtinggevend geweest.

CAO voorstellen

In de CAO zijn de looptijd en gageverhoging vaste onderdelen, waarbij de looptijd gebaseerd is op een één-jarige CAO. Een langere looptijd is bespreekbaar, maar dan gelden voor de periode na één jaar, dezelfde uitgangspunten als voor het eerste jaar. De voorgestelde gageverhoging voor de CAO lonen is 5,0%. Daarnaast zijn er aanvullende voorstellen benoemd, waaronder het werken in besloten ruimtes, parttime contracten en het terugkomend onderwerp 'pensioen'. Dat dit onderwerp een langdurig onderhandelingstraject ging opleveren was toen nog niet duidelijk. Wat was hiervan de aanleiding?

Wetswijziging plezierjachten

In september 2018 bepaalde de Minister dat bestaande schepen, die nu als plezierjacht geregistreerd staan, beschouwd worden als zeeschip. En dat nieuwe schepen gelijk als zeeschip (met alle voorwaarden)

worden benoemd. Naast veiligheidseisen, zoals Solas en STCW regels, betekende dit dat ook de verplichtstelling van het Bedrijfspensioenfonds voor de Koopvaardij (BPFK) op de werknemers van Greenpeace van toepassing zou worden.

Afdracht pensioenpremie

Vanuit deze verplichting heeft het BPFK Greenpeace verzocht om voor hun werknemers premie af te dragen. Greenpeace was het hier niet mee eens, waarna het BPFK een juridische procedure is gestart om de rechter te laten bepalen, wie gelijk had. U begrijpt dat dit een remmende werking heeft op de onderhandelingen voor een nieuwe CAO, waardoor er eind 2019 nog geen akkoord op een nieuwe CAO was. Wel werden de gageschalen per 1-1-2019 verhoogd met 2%. (= Consumentenprijsindex van november 2018).

Looptijd verlengen

Aanvullend hebben wij voorgesteld om de looptijd voor een nieuwe CAO met een jaar te verlengen naar twee jaar en de gageschalen per 1-1-2020, met de Consumentenprijsindex van november 2019, te verhogen. In februari 2020 heeft de rechtbank Amsterdam in hun uitspraak bepaald dat de drie actieschepen van Greenpeace onder de categorie 'pleziervaartuigen' vallen. Bij het schrijven van dit artikel was nog niet duidelijk wat de invloed hiervan op de afronding van de onderhandeling van een nieuwe CAO bij SGC wordt. Wordt vervolgd dus. 

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 de leden.

Dit keer betreft het: Reparatie WW EN WGA

Het kabinet heeft om te bezuinigen de opbouw en de lengte van de WW en de WGA (Werkhervatting Gedeeltelijk Arbeidsgeschikten) per 1 januari 2016 verkort; dat was slecht nieuws. Maar het goede nieuws is dat de FNV (waarbij ook Nautilus is aangesloten) samen met andere vakbonden en werkgevers inmiddels afspraken heeft gemaakt om de WW te repareren. Daardoor houden mensen die hun werk verliezen meer zekerheid over hun inkomen en worden zij beter begeleid naar ander werk. De reparatie-afspraken zijn merkbaar voor iedereen die langer dan tien jaar gewerkt heeft. Er is bovendien een overgangsregeling van toepassing.

Wat betekent dit als u de WW in gaat?

Bent u na 1 januari 2016 werkloos geworden en werkte u langer dan 10 jaar? Dan geldt een kortere duur voor uw WW- (of WGA-) uitkering.

Dit heeft mogelijk financiële gevolgen. Om dit op te vangen is de PAWW ontwikkeld: Private Aanvulling WW en loongerelateerde WGA.

Dit is de private uitkering die ingaat na afloop van uw wettelijke WW- of loongerelateerde WGA. Met de PAWW komt de duur van de WW en WGA weer op het oude niveau. In de CAO maken FNV, Nautilus, CNV en bij de VCP aangesloten vakorganisaties afspraken met werkgevers om de WW- en WGA-uitkeringen te repareren. Zo houden mensen die hun werk verliezen meer zekerheid over hun inkomen.

Wat wordt gerepareerd?

De WW- en de WGA-uitkeringen zijn nu anders opgebouwd. Uw recht op WW of WGA wordt anders berekend.

Daardoor is de periode dat u recht heeft op WW of WGA korter geworden. Werkt u langer dan 10 jaar, dan bouwt u in plaats van een

maand nog maar een halve maand WW of WGA op per gewerkt jaar. De maximale duur van de WW- en de WGA-uitkeringen is 24 maanden geworden. Voorheen was dit 38 maanden. De PAWW repareert de kortere WW en WGA.

Wie betaalt de reparatie?

De werknemers betalen de bijdrage voor de reparatie. De bijdrage wordt door de werkgever ingehouden op het brutoloon van de werknemer. Die storten de bijdrage in het PAWW-fonds. De premie voor de wettelijke WW wordt door de werkgevers betaald. Dit is zo afgesproken door de werkgevers- en werknemersorganisaties.

Hoe hebben we de reparatie geregeld?

In een groot aantal CAO's die Nautilus en FNV Waterbouw afsluiten is hierover inmiddels overeenstemming bereikt, waaronder recent de CAO voor de Handelsvaart en de CAO voor de Offshore Catering. Een aantal aanvragen lopen nog. Voor het beheer van de bijdragegelden is de Stichting PAWW opgericht. Het bestuur van deze stichting bestaat uit vertegenwoordigers van werkgevers en werknemers. Zij zien erop toe dat er voldoende geld in het fonds zit om de uitkeringen te betalen. In het bijzondere geval dat de uitgaven groter zijn dan de inkomsten kunnen de uitkeringen worden verlaagd of stopgezet.

Rekenvoorbeeld

Peter wordt na 18 jaar werken werkloos. In de oude situatie zou hij 18 maanden WW krijgen. In de nieuwe situatie wordt dit anders: $(10 \times 1) + (8 \times 1/2) = 14$ maanden WW. Peter krijgt 4 maanden minder lang WW. Die 4 maanden repareert de PAWW.

Stapt u over naar een baan waarin geen reparatie-afspraken in de CAO zijn gemaakt?

Dan kunt u geen aanspraak maken op de reparatie als u van daaruit werkloos wordt. Daarom is het zo belangrijk dat wij in zo veel mogelijk CAO's de reparatie van de WW en de WGA vastleggen. Meer info is te vinden op de website van de Stichting PAWW: spaww.nl 

Dossier cruisereparatie: Nautilus en FNV staan pal voor behoud minimumloon en werkgelegenheid

Op 20 februari jongstleden vond er op verzoek van Tweede Kamerlid Remco Dijkstra een rondetafelgesprek met de Vaste Kamercommissie Infrastructuur en Waterstaat en vertegenwoordigers van de scheepsbouwsector. Ook Nautilus en de collega's van FNV Metaal schoven aan. Volgens de VVD'er moeten de ministers Van Nieuwenhuizen en Koolmees beter hun best doen om het onderhoud van cruiseschepen naar Nederland terug te halen. Want de scheepsbouwsector loopt volgens hem nu te veel geld mis. Volgens Dijkstra hoeven we 'echt niet het braafste jongetje van de klas te zijn', in het naleven van wetten en regels.

Het cruiseschip Oasis of the Seas lag in 2014 twee weken in de Rotterdamse haven voor onderhoud. Het schip nam eigen mensen mee voor groot onderhoud. Omdat deze 124 ingevlogen niet-Europese werklieden aan boord geen werkvergunning hadden, moest de Amerikaanse rederij een boete van bijna 1 miljoen euro betalen.

Arbeidsmarkt beschermen tegen verdringing

Nautilus vicevoorzitter Sascha Meijer, die in nauwe samenwerking met haar collega's van FNV Metaal optrekt in dit dossier: 'Ook als Nautilus en FNV vinden wij het van belang dat de Nederlandse scheepsbouw haar concurrentiepositie behoudt. En wij zien de cruiseschepen graag terugkomen. Echter minimum arbeidsvoorwaarden moeten in acht worden genomen en de arbeidsmarkt moet worden



'Het ministerieel overleg in volle gang'

beschermd tegen verdringing. Vanuit ondernemers in de scheepsbouw wordt gezegd dat er sprake zou zijn van een ongelijk speelveld ten opzichte van onze buurlanden. De concurrentiepositie van Nederland zou verslechteren. Maar de resultaten van een onderzoek uit 2018 van het Ministerie van SZW over de situatie in Nederland en onze buurlanden bevestigen dit beeld niet. Onze buurlanden stellen vergelijkbare regels.'

Ook de scheepsbouw moet regels naleven

'De scheepsbouwsector is een mooie nationale sector waar Nederland trots op kan zijn. Een sector die zich door kwaliteit en innovatiekracht kan onderscheiden en die het niet nodig moet hebben om sociale wetgeving te ontlopen. Helaas gebeurt dit wel.

Uit de 'Oasis of the Seas'-zaak komt het beeld naar voren dat scheepswerfen uitzonderingen die

alleen gelden voor zeevarenden aan boord van zeeschepen proberen te gebruiken voor werk aan de wal. Dit is zorgwekkend. Ook in de scheepsbouw moet men de regels naleven.

Tewerkstelling buitenlandse werknemers

Het gaat hier om boetes die zijn opgelegd voor de tewerkstelling van buitenlandse werknemers, die zonder de benodigde werkvergunningen aan het werk waren. Voor schepelingen/zeevarenden bestaat er inderdaad een uitzondering op de Wet Arbeid Vreemdelingen. Zeevarenden zijn werkrachten die varend werk doen aan boord van op de internationale zeeën varende schepen. Deze werkenden zijn veelal deel van een mondiale sector in een mondiale arbeidsmarkt. Een heel andere sector dan de Nederlandse scheepsbouwsector waar men gewoon in Nederland op land werkt. Er is gesteld dat het bewuste

werk in de scheepsbouw werd gedaan door 'flying teams'. Later werd dit 'riding crew' genoemd en aangegeven en dat dit zeevarenden waren. 'Riding crew' is echter geen juridisch eenduidige term. In de zeevaart wordt zo nu en dan gesproken van 'riding crews' of 'riding gangs'. Dit zijn, zoals het woord 'riding' ook aangeeft, altijd werkers die op een schip (mee) varen en die tijdens een vaart aan het werk zijn. Meestal gaat het hierbij om onderhoudswerk en technische klussen. Altijd gaat het om werkzaamheden die tijdens het varen worden verricht.'

Gewoon werk aan de wal

Sacha Meijer, tenslotte: In het geval van de Oasis ging het echter om goedkope werkrachten die naar Rotterdam werden ingevlogen voor het verrichten van werfwerk aan een in dok liggend schip aan de wal. Gewoon werk aan de wal in Nederland dus. Dit is geen 'riding crew', dit zijn geen zeevarenden en voor hen geldt geen uitzondering op de WAV. Er moeten dus gewoon tewerkstellingsvergunningen worden aangevraagd. En het Nederlands minimumloon geldt gewoon. Wanneer Nederland geen grenzen meer zou stellen en deze grenzen niet langer zou handhaven waar het betreft werken op en rondom zeeschepen, wordt uitbuiting van werknemers gestimuleerd. Bovendien zal de instroom van Nederlandse vakkrachten opdrogen bij versoepeling van de spelregels. Op de lange termijn zal dit desastreus zijn voor de kwaliteit en de innovatiekracht van de maritieme sector in Nederland. Dat kan niet de bedoeling zijn.' 

'Niemand
besmet met
coronavirus'



Foto: MS Westerdam © HAL

MS Westerdam met bemanning weer in veilige haven

Het Holland America Line cruiseschip MS Westerdam kwam op 13 februari aan in de Cambodjaanse havenstad Sihanoukville. Het schip voer bijna twee weken lang rond op de Zuid-Chinese zee, nadat de autoriteiten van vijf landen de passagiers geen toegang boden uit angst voor het coronavirus. Uiteindelijk bleek er geen sprake van besmetting en gingen de laatste passagiers (van de in totaal 1.455), onder wie 91 Nederlanders, op 19 februari van boord.

Geen walverlof

Nautilus HAL bestuurder Marcel van Dam: 'Wij hebben als Nautilus regelmatig contact gehouden met het HAL management. De 802 bemanningsleden, waaronder ook tal van Nederlandse en Engelse Nautilus International leden, bleven aan boord en op 1 maart vertrok de MS Westerdam, zonder passagiers, uit de haven van Manilla. Het schip had daar gebunkerd en proviand aan boord genomen. Er was geen walverlof

en ook mocht er niemand aan boord. Het schip voer daarna richting Honolulu en vandaar was het plan naar Seattle of Vancouver' (dit was tijdens het ter perse gaan van dit nummer nog niet bekend).

Niemand besmet met coronavirus

De Westerdam was op een veertiendaagse reis die begon in Hongkong op 1 februari. De gasten zouden eigenlijk op 15 februari van boord gaan in Yokohama in Japan. Vanwege de uitbraak van het coronavirus weigerden Japan, Taiwan, Guam, de Filipijnen en Thailand het in Rotterdam geregistreerde schip toegang te geven tot hun havens. Alleen in Taiwan werd een tussenstop gemaakt. 'Iedereen aan boord bleek gezond, niemand was besmet met het coronavirus', aldus Carnival Corporation (eigenaar HAL). Het concern dankte de gasten en de bemanning – en hun naasten – voor hun geduld tijdens deze buitengewone periode. 

Nautilus symposium 2020: 'Een Maritieme Toekomst voor Jong en Oud'

Op dinsdagmiddag 23 juni 2020, van 15.00 tot 17.00 uur, organiseert de Nederlandse Branch van Nautilus International een openbaar toegankelijk symposium in het Van Der Valk Hotel Rotterdam – Blijdorp. Met als titel: 'Een Maritieme Toekomst voor Jong en Oud'.

Tijdens dit symposium zal met name worden ingegaan op de vraag: 'Hoe passen we ons aan - als maritieme werknemers in de zee- en binnenvaart, de offshore en waterbouw, aan boord en aan wal, van jong tot oud, aan het moderne maritieme en maatschappelijke leven?'

Werk aantrekkelijk houden of maken

Dit alles in een cultuur van '24/7 bereikbaar' zijn, worldwide internet connected, met een verder voortschrijdende automatisering aan boord en aansturing vanaf de wal. Hoe zal dit verder gaan? Met jongeren die het varen na een paar jaar varen wel genoeg vinden en dan richting wal gaan? Al dan niet actief als walkapitein of logistiek specialist op kantoor. En met ouderen, van wie het merendeel wel voor de pensioengerechtigde leeftijd zou willen afbouwen of stoppen...? Hoe kan bovendien het werk aan boord voor alle leeftijden aantrekkelijk blijven of aantrekkelijker worden gemaakt? Met vooral aandacht voor duurzame inzetbaarheid en duurzame arbeidsrelaties. Kortom hoe ziet de toekomstige maritieme sector er uit?

U kunt zich nu al aanmelden via: mbrandsema@nautilusint.org

Hoe meer leden, hoe sterker we staan

En wat betekent dit alles voor de toekomstige maritieme vakbond? 'Voor goede loon- en arbeidsvoorwaarden, kansen op werkgelegenheid en vele andere zaken die we nu als 'normaal' beschouwen, is in het verleden hard geknokt door vakbondsleden. En zal moeten worden blijven geknokt, nu en in de toekomst. Dat kan alleen als de maritieme professionals van de toekomst zich blijven verenigen in die maritieme vakbond. Want hoe meer leden, hoe sterker we staan!'

Nautilus Jaarvergadering

Voorafgaand aan het Nautilus Symposium vindt de Nautilus Jaarvergadering voor leden plaats, van 13.00 tot 14.30 uur.

Verkiezingen leden Hoofdbestuur

Aftredend en (her)verkiezbaar op de jaarvergadering voor een nieuwe periode zijn: **Marcel van den Broek**, voorzitter **Charley Ramdas**, algemeen secretaris/penningmeester

Verkiezingen leden Raad van Advies

Aftredend zijn:

Categorie Kapiteins en stuurlieden:

Johan Kooij (niet verkiezbaar)

Peter Lok (herverkiezbaar)

Henk Eijkenaar (herkiezbaar)

Categorie WTK's:

Wilco van Hoboken (herverkiezbaar)

Categorie Scheepsgezellen:

Marinus van Otterloo (niet herkiezbaar)

Categorie Binnenvaart:

Jan de Rover (herverkiezbaar)

Jan van der Zee (herverkiezbaar)

Overige categorieën:

Geert Feikema (herverkiezbaar)

Er zijn verder zijn geen andere aftredende leden volgens het schema van aftreden.

Nautilus leden kunnen zich voor de bovenvermelde

kiesgroepen verkiezbaar stellen.

Aanmeldingen voor uiterlijk 1 mei a.s.

via [Monica Brandsema-Schmidt](mailto:Monica.Brandsema-Schmidt@nautilusint.org):

mbrandsema@nautilusint.org

Voorstellen indienen

Het is goed om alvast alle leden te wijzen op de mogelijkheid om voorstellen in te dienen. Deze voorstellen dienen het algemene Nederlandse belang van de vereniging te betreffen. Voorstellen over een specifieke CAO of een specifieke rederij worden verwezen naar desbetreffende ledenvergaderingen. Eventuele voorstellen dienen uiterlijk voor 1 mei a.s. per brief of per email door het bestuur te zijn ontvangen en zullen voorzien van een bestuursadvies aan de vergadering worden voorgelegd. In te sturen naar: mbrandsema@nautilusint.org 



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We attract talented marine professionals, providing them a flexible working environment and effective management. Working for us provides proper work life balance and opportunities professional growth.

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To apply go to www.civilservicejobs.service.gov.uk and search for reference number – 46940.



Maritime & Coastguard Agency

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Are you an experienced, knowledgeable Mariner with a genuine focus on the importance of Maritime safety?

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To apply go to www.civilservicejobs.service.gov.uk and search for reference number – 46944.



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Please contact Theresa Crossley, Vice-Chair of Trustees: theresa.crossley@stellamarismail.org

Closing date for applications: **30 April 2020**

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NATURAL ENVIRONMENT RESEARCH COUNCIL



An Roinn Iompair,
Turasóireachta agus Spóirt
Department of Transport,
Tourism and Sport

Watch Officer in the Irish Coast Guard (IRCG)

The Irish Coast Guard, a Division of the Department of Transport, Tourism and Sport has vacancies for Watch Officers at its three Marine Rescue Coordination Centres in Dublin, Malin Head, Co Donegal and Valentia, Co Kerry. The IRCG provides a nationwide maritime emergency service as well as a variety of services to shipping and other government agencies.

Watch Officers are responsible for watch-keeping on the emergency frequencies and are required to act as Marine Alert, Notification and/or Search and Rescue Mission Co-ordination Officers. They also process marine communication traffic and respond to ship casualty, pollution incidents, vessel traffic monitoring and co-ordination of Coast Guard helicopter operations.



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Telegraph prize crossword

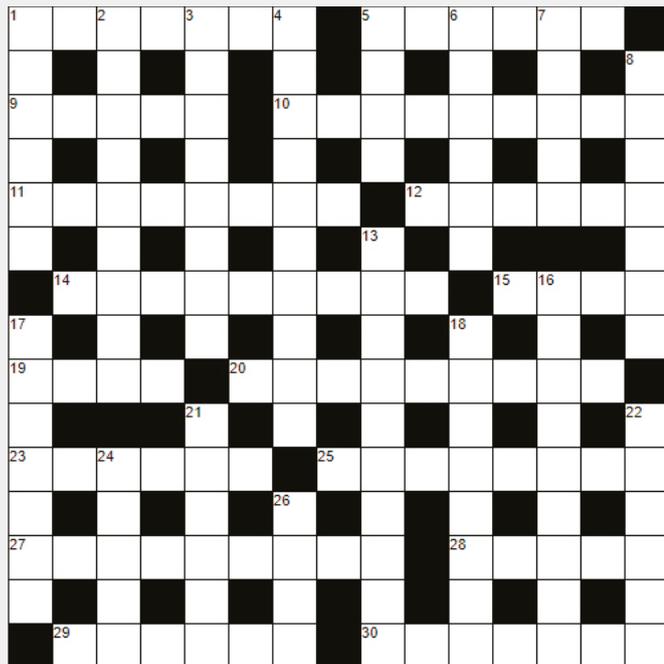
By Mordo

Enter our monthly cryptic crossword competition and you could win one or more of the latest releases in maritime publishing. This month, the prizes are copies of the two **River Thames Shipping Since 2000** books by Malcolm Batten (reviewed on the books pages 42-43).

To enter, simply send in the completed cryptic crossword, along with your name and address, to: Nautilus International, Telegraph Crossword Competition, 1&2 The Shrubberies, George Lane, South Woodford, London E18 1BD, or fax +44 (0)20 8530 1015.

You can also enter by email, by sending your list of answers and your contact details to: telegraph@nautilusint.org.

The closing date this month is Tuesday 14 April 2020



QUICK CLUES

Across

- 1 Postures; opinions (7)
- 2 Assorted (6)
- 3 Do very well (5)
- 4 Quicker ways (9)
- 5 Superficial (8)
- 6 Middle Eastern country (6)
- 7 Little Bear constellation (4, 5)
- 8 Unsolicited messages (4)
- 9 Partner (4)
- 10 The Lobster _____, poem by Lewis Carroll (9)
- 11 Portuguese capital city (6)
- 12 Belgian capital city (8)
- 13 Latin phrase meaning 'voice of the people' (3, 6)
- 28 Spanish 22 (5)
- 29 Secretly inform the authorities (6)
- 30 Occupied; betrothed (7)

Down

- 1 Rough drawing (6)
- 2 Coming from one's predecessors (9)
- 3 Dead end road (3-2-3)
- 4 Distrustful (10)
- 5 Sluggish (4)
- 6 Idea (6)
- 7 Circular (5)
- 8 Tidal wave (7)
- 13 Debatable; boundary (10)
- 16 Theft (9)
- 17 Dessert named after dancer (7)
- 18 White wine variety from Germany (8)
- 21 Gracefully retire (3, 3)
- 22 Area surrounded by water (6)
- 24 Anglo-_____, Old English (5)
- 26 Hurry (4)

CRYPTIC CLUES

Across

- 1 Self-important politician wearing glasses consumed by secretive matter? (7)
- 5 Concealed by wall, eavesdropper gets away (6)
- 9 Having had change of heart, it's pointless to tie this knot (5)

- 10 Unwell, like sour cream? (3, 6)
- 11 I cast aspersions on person from Jersey, say (8)
- 12 Stolen from two men (6)
- 14 Once more losing a yard in battle (9)
- 15 Tool to adjust angle (4)
- 19 Catches in web, test regularly (4)
- 20 Realistic performance of magic part (9)
- 23 Sneaking along without startling leader at rest (6)
- 25 With ship at sea, the sailor ultimately becomes more cheerful (8)
- 27 Issue that gets passed on by Chinese way of cooking tomato half (3, 6)
- 28 Border crossing in France - you began smoking (3, 2)
- 29 Initially causing regret in spades, it's seriously a problem (6)
- 30 They help smooth things out for presidential candidate (7)

Down

- 1 Small digit that is following Secret Code 1000 (6)
 - 2 Coming-of-age film could be receiving Oscars and numerous local premieres (9)
 - 3 Oxygen plus noble gas - I make that a meeting between two (3, 2, 3)
 - 4 This displays result of bored orcas cavorting (10)
 - 5 Went right? No (4)
 - 6 Top grade for one entering military college primarily to make type of bomb (6)
 - 7 Rejected honour with agreement to make digital publication (5)
 - 8 A hundred Germans take central part of boat (7)
 - 13 New Order: 'our gigs are friendly' (10)
 - 16 Old philosopher loiters at assembly (9)
 - 17 Visual learning? (7)
 - 18 Long pain upset scaly anteater (8)
 - 21 Ambassadors cancel second half of trip in three different directions (6)
 - 22 Despite lacking essential skill, prepared recipes for pancakes (6)
 - 24 Half-heartedly concluding until next time (5)
 - 26 Film is just about white shark at first (4)
- Crossword answers and the name of last month's winner are on page 58.**

Back in time



50 years ago

A slight improvement in the shipping recession, with the amount of laid-up tonnage decreasing from over 1m tons in mid-July 1958 to approximately 750,000 tons now, had brought into sharp relief the question of certificated officer personnel. In some grades, and particularly among certificated engineer officers, the shortage has been so pronounced as to necessitate the granting of dispensations for certain ranks. The MNAOA is warning that the stage is being reached where the competitive efficiency of British shipping may well be impaired if effective steps are not taken to reverse current trends in recruitment and retention — *MN Journal*, April 1970

25 years ago

NUMAST has welcomed surprising new statistics showing the first increase for more than 30 years in the number of ships and amount of tonnage on the UK mainland register. Department of Transport figures show that the number of UK owned and registered ships increased last year from 258 to 263 and total deadweight tonnage rose from 3.3m to 3.45m. NUMAST general secretary Brian Orrell said the long-awaited upturn demonstrated the opportunities available as world seaborne trade expands and underlined the need for the UK government to provide British shipping 'the helping hand it needs to compete for a fair share of the world's maritime markets' — *The Telegraph*, April 1995

10 years ago

Nautilus has welcomed the UK Maritime & Coastguard Agency's decision to stage a crackdown against shipping failing to comply with the rules governing seafarers' hours of work and rest. Announcing the campaign, the MCA warned that shipping companies could find themselves in court if checks revealed that they were flouting the regulations. The Agency said its surveyors will be scrutinising onboard schedules and work records, as well as checking for compliance with the requirement for ships to post a dedicated lookout at night. Vessels operating busy schedules with small crews, such as feeder containerships, will be targeted for the checks — *The Telegraph*, April 2010

THE FACE OF NAUTILUS

Clive Evans, chair of the Professional & Technical Forum

Clive Evans served as a radio officer with Marconi Marine and Kelvin Hughes before moving to Shell International Shipping, where he spent 34 years as an electro-technical officer (ETO).

These days, he has retired from the sea, but seafaring is still benefiting from his insight and experience thanks to his work as a Union volunteer.

Having started out by joining the old Radio and Electronic Officers' Union in 1975, Clive stayed a member through the 1980s merger of like-minded unions that created NUMAST, and carried on through the change to Nautilus UK and Nautilus International.

During this time, Clive has been a passionate advocate for ETOs like himself, working with the Union's former senior national secretary Allan Graveson and current professional and technical officer David Appleton to achieve formal recognition of the ETO role.

The ETO had evolved from the old radio officer role, which had itself been the subject of some Union campaigning in the 1980s. 'We got the radio officer hours changed from two hours on, two hours off (known as the radio watch) to four hours operating and four hours of maintenance,' Clive recalls.

By the late 1990s, radio officers had almost entirely been phased out, but many vessels were still benefiting from these crew members' knowledge of electronics, and their role had been renamed as electro-technical officer or something similar.

However, it seemed that many employers did not fully appreciate what their ETOs were contributing. 'There was a critical meeting at the MNTB [Merchant Navy Training Board] in London,' says Clive, 'and the agenda was to cancel the ETO rank. But before the meeting started, the passenger ship reps jumped in and stated that they did not want to lose the rank of ETO.'

The ETO was saved, but to have a secure future, the role needed a proper training scheme. 'The MNTB were stumped,



**CLIVE EVANS
HAS BEEN A MEMBER
OF NAUTILUS AND ITS
PREDECESSORS FOR
OVER 40 YEARS**



'The industry meeting agreed there should be an ETO training course, but the MNTB didn't have one. So I got up to speak'

because they had no training scheme,' says Clive wryly. 'I was there with Allan Graveson, and at that point I asked to speak. I stated that there was an electronics course run by the MNTB in the 1970s called the Marine Electronics Diploma (part 1) and after 12 months of sea service you could get the Marine Electronics Advanced Diploma. The MNTB had destroyed all records as the scheme was over 10 years old!'

After much discussion, Clive copied his certificates and sent them to Gary Hindmarch at South Tyneside College, who then came up with a draft syllabus. This eventually became the marine electronics foundation degree.

With the basic ETO training having fallen into place, there was scope to develop the role further, and Clive was very pleased at the 2019 Nautilus General Meeting to see a resolution adopted committing the Union to press for a new Senior ETO rank at the

International Maritime Organization (IMO).

Looking back at his career at sea, Clive says the memory that stands out was helping to rescue Vietnamese refugees in 1979. And perhaps the proudest moment of his life was being awarded the Merchant Navy Medal in 2015 'for services to the certification of electro technical officers and to the maritime heritage on Merseyside'.

Clive stepped up from vice-chair to chair of the Nautilus Professional and Technical Forum on the death of John Thomson in 2019. The Forum is open to all Nautilus members, who pool their expertise at meetings to support the Nautilus secretariat and advise the governing Council. ETO training and recognition has obviously been an big issue for the group, but members also have an important part to play in addressing safety and environmental issues – and we can be sure that Clive, with his impressive record of achieving change, will be up to the challenge. 



CLIVE EVANS STARTED OUT AS A RADIO OFFICER AND WENT ON, LIKE MANY OTHERS, TO BECOME AN ELECTRO-TECHNICAL OFFICER



A MEMORABLE MOMENT IN CLIVE'S SEA CAREER WAS HELPING TO RESCUE VIETNAMESE REFUGEES IN 1979



CLIVE WAS AWARDED THE MERCHANT NAVY MEDAL IN 2015 FOR SERVICES TO THE CERTIFICATION OF ELECTRO-TECHNICAL OFFICERS

Member meetings and seminars

Nautilus International organises regular meetings, forums and seminars for members to discuss technical matters, maritime policies and legal issues.

Professional & Technical Forum 7 April 2020 POSTPONED

The Professional and Technical Forum deals with a wide range of technical, safety, welfare and other professional topics of relevance to all members, including training and certification. All full members of the Union are welcome to attend.

Unfortunately, the planned meeting of the Forum on 7 April 2020 in Southampton has had to be postponed due to measures being taken to limit the spread of COVID-19 coronavirus. Members will be informed when a new date is planned.

Equality and Diversity Forum 21 April 2020, 13:00 Avonmouth House 6 Avonmouth Street London SE1 6NX

This forum is the new umbrella group for the Nautilus Women's Forum and Young Maritime Professionals Forum.

Members can sign up for 21 April at: bit.ly/nautilusdiversityforum. As the Telegraph went to press, the meeting was expected to go ahead.

To express an interest in being part of new women's and young members' WhatsApp groups, email dcavaloro@nautilusint.org.

Contact Nautilus International

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

For other urgent matters, we can also arrange to visit your ship in a UK port. Please give us your vessel's ETA and as much information as possible about the issue that needs addressing.

Head office

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1&2 The Shrubberies, George Lane
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Nautilus 24/7

Out of European office hours, members of Nautilus International and the Nautilus Federation unions can contact our round-the-clock assistance service by phone, text or online:
• Go to www.nautilusint.org and click on the Nautilus 24/7 link to access our Live chat instant messaging service. You'll also find a list of freephone numbers from 45 countries that you can use to call us free of charge.
• Send an SMS text message to +44 (0)7860 017 119 and we'll reply.
• Email us at helpline@nautilus247.org.
• Reach us via Skype (username **nautilus-247**).

College contacts

Induction visits

See www.nautilusint.org event section for dates of upcoming college visits by the Nautilus recruitment team. For further information, email recruitment@nautilusint.org or call Martyn Gray on +44 (0)151 639 8454.

Industrial support for cadets

The dedicated strategic organiser for all UK and Irish trainee officers is Martyn Gray. Martyn deals with all cadet, college and company enquiries in relation to trainee officers and regularly visits each main nautical college.

Cadet members are encouraged, if they have a need for any workplace support, to contact Martyn on +44 (0)151 639 8454 or email mgray@nautilusint.org

Nautilus college visits in 2020

Nautilus organiser Martyn Gray carries out regular visits to maritime colleges in the UK and Ireland to meet members face-to-face and give presentations on information useful to trainees.

Unfortunately, the programme of visits this year is now likely to be disrupted

by measures being taken to limit the spread of COVID-19 coronavirus.

If college visits are taking place, members will be informed and can book an appointment in advance with Martyn by emailing cadets@nautilusint.org or calling +44 (0)151 639 8454.

Next Nautilus Plus job advice webinar: October 2020

The second of this year's Nautilus Plus free job webinars is due to take place in October 2020.

The webinar will be delivered by the CV & Interview Advisors – and will

include some special Nautilus Plus discounts on their services.

The exact date is still to be confirmed, so keep an eye on: www.nautilusint.org/en/jobwebinar

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 is likely to be 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.

Crossword answers

– from our brain teasers on page 56

QUICK CROSSWORD

Across: 1. STANCES; 5. SUNDRY; 9. EXCEL; 10. SHORTCUTS; 11. COSMETIC; 12. JORDAN; 14. URSA MINOR; 15. SPAM; 19. ALLY; 20. QUADRILLE; 23. LISBON; 25. BRUSSELS; 27. VOX POPULI; 28. IBIZA; 29. SNITCH; 30. ENGAGED.

Down: 1. SKETCH; 2. ANCESTRAL; 3. CUL-DE-SAC; 4. SUSPICIOUS; 5. SLOW; 6. NOTION; 7. ROUND; 8. TSUNAMI; 13. BORDERLINE; 16. PILFERING; 17. PAVLOVA; 18. RIESLING; 21. BOW OUT; 22. ISLAND; 24. SAXON; 26. RUSH.

CRYPTIC CROSSWORD

Congratulations to cryptic crossword competition winner **R.P. McKenna**, who was first out of the hat from the correct entries to last month's competition. Here are the answers to the March 2020 cryptic crossword:

Across: 9. AWESOME; 10. AVOCADO; 11. KNIFE EDGE; 12. SALTY; 13. RAIL; 14. METATARSAL; 17. LAMBERT; 19. HELLCAT; 21. BARBED WIRE; 24. GLAM; 27. EXPEL; 28. RECOLLECT; 29. TREMORS; 30. ELEVATE.

Down: 1. PARKER; 2. FEMINISM; 3. JONES; 4. MEDDLE; 5. KANE; 6. CONSTABLE; 7. DALLAS; 8. POLYGLOT; 15. ASH; 16. REBELLION; 17. LIBRETTO; 18. TOW; 20. CALDERAS; 22. RIPLEY; 23. RICHES; 25. MOTHER; 26. ALIEN; 28. ROSE.



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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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