

INDUSTRY

Why Stena's new Irish Sea ferry is something of a mixed blessing

WELFARE

The social media training that seeks to improve seafarers' mental health

NL NEWS

Nautilus NL 'Stronger together' recruitment campaign picks up pace

MN IN WARTIME

First-hand account of Arctic seafaring in the First World War

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Editor's letter

Just before Christmas, Nautilus was contacted by our Federation partners, a union for tug captains on the Panama Canal known as Unión de Capitanes y Oficiales de Cubierta (UCOC). It was concerned for 13 Union activists who were either suspended or part suspended without pay by the Panama Canal Authority (ACP) for speaking up about safety fears brought on by fatigue-inducing work patterns at the expanded Canal.

UCOC officials accused ACP of orchestrating a campaign against members. To silence them from the highest levels.

With one tug collision and one fatality to date, we ask: 'What price will be paid for that silence?' Our cover feature, **pages 28-31**, explores what happens when politics sways safety decisions.

On **pages 20-21** we take a look at the newly launched Stena Estrid ro-ro, which brings a huge boost to UK ferry capacity and employment opportunities for members.

We ask why an international agreement that cargo handling should be carried out by trained dock workers rather than seafarers is being flouted by UK ports on **page 23**.

And we extend an invitation to meet with Union officials in March at the Antibes Improving Yacht Crew Retention conference **page 15**. Drop by for advice on employment related issues and assistance with the Union's Commercial Yacht Service Record Book.

Helen Kelly

Nautilus International
Head of Communications

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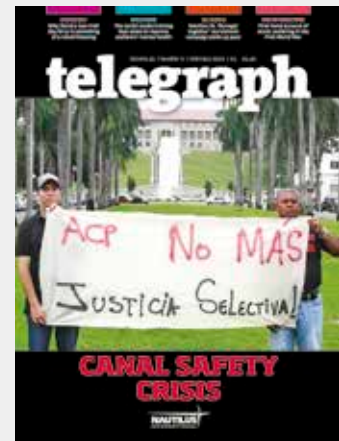
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Cover image: Panama canal protest
Image: Unión de Capitanes y Oficiales de Cubierta



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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

Corrosive flags of convenience have undermined national flags, says Nautilus general secretary **Mark Dickinson**. We must support flag states that exercise effective control

News reached my desk over the New Year that Stena Line's latest new build Stena Estrid has, without much fanfare, quietly changed flag from the UK to Cyprus (*see page 20*).

Stena Estrid is the first of three Ropax vessels being built for the company's Irish Sea routes, with sister ships Stena Edda and Stena Embla expected to commence operations in the spring of 2020 and early 2021. I guess we can expect them to join their sister in Limassol.

Is this another blow to post-Brexit Britain, a symbol of wider maritime malaise in the UK, or merely a reflection that no one really cares what the flag state is anymore?

Hot on the heels of Maersk, CMA-CGM, P&O Ferries and Carisbrooke Shipping (*see March 2019 comment*) this is surely another painful blow to the UK's continued aspiration to remain a strong and growing maritime nation. It is made more painful because Stena, like P&O Ferries, has opted in favour of the Cyprus flag of convenience (FOC) ship register (and an EU member state).

As far back as the 1930s the International Labour Organization (ILO) was concerned about ship registers such as Panama and Liberia, when predominantly Greek and US shipowners joined them, seeking to avoid strong seafarer trade unions, rising employment costs and labour regulations. Lack of transparency over ship ownership and low or no taxes also appealed.

In 1948, fearing the erosion of national standards, the International Transport Workers' Federation (ITF) launched a campaign to eradicate 'FOCs' and drive ships back to national flags. Over 70 years later, despite the ITF's best efforts, FOCs have grown to now represent over 55% of the world fleet. The ITF FOC list now includes a total of 35 ship registers including Red Ensign Group members Bermuda, Cayman Islands and




Gibraltar. Many also feature on the Organisation for Economic Co-operation and Development's (OECD) list of 'uncooperative tax havens'.

FOCs also spurned the growth of international and second registers, drove the deregulation of national flags such as the Netherlands and led the UK Ship Register to ease eligibility requirements in a vain attempt to appeal to a much broader shipowner community.

International law (UNCLOS) requires registers to maintain a 'genuine link' between the flag of the vessel and the shipowner. This ensures the flag states can, as the Maritime Labour Convention (MLC) states, 'effectively exercise jurisdiction and control' over their ships. With FOCs that rule is waived, meaning flag states cannot effectively control or regulate ships flying their flag.

Flag states therefore rely on port states to do their dirty work, and that is why we now have Port State Control. It is why we have the International Safety Management Code. It is why flag states contract out to classification societies. It is why flag states woo shipowners, calling them 'customers'. It is why the International Maritime Organization (IMO) is criticised as being slow to respond to global developments.

FOCs at their corrosive best are why we needed the MLC, SOLAS, MARPOL and STCW – because national flags were utterly defenceless against what the maritime author Ian Urbina refers to as 'the Outlaw Ocean' (*see books page 42*), undermined and compromised by the growth of FOCs. What we have witnessed over the last century is the re-regulation of the shipping industry at the global level.

The choice of flag state is crucial, I hope I am not alone in thinking so. 



International law requires registers to maintain a 'genuine link' between the flag of the vessel and the shipowner

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.

Why BMI shouldn't be used for ENG1

R

egarding 'Risky Business', an article about the MCA's ENG1 fitness assessments in the January 2020 Telegraph.

The formula for BMI [Body Mass Index] was calculated back in the 1830s by Lambert Adolphe Jacques Quetelet, a Belgian astronomer, mathematician, statistician and sociologist.

This formula has several problems when being used in our ENG1 medicals. It works by dividing our weight in

kilograms (kg) by our height in metres squared.

This in turn means that the difference in body fat and muscle is not distinguished between. Muscle being heavier than fat means a 5' 6" rugby player can be classed as unhealthy and fail an ENG1.

Along with this flawed system I feel there are other factors being ignored. Cholesterol and visceral fat aren't being checked and these two are much more of a health danger in modern lifestyles.

There have been several ideas put forward to adjust the BMI figures to adjust for the multitudes of different body types out there but sadly the MCA want to stay in the 1830s with the old calculations.

While we all want to walk out with the aforementioned certificate every two years, I'm sure we would also like to walk out with a proper medical that even the doctors who give us the medicals can agree are actually worth the £100 or so it costs us.

Michael Allan

The View From Muirhead

www.thefreakywave.com



Full marks to Fleetwood for offshore course

I recently attended Fleetwood Nautical Campus, part of Blackpool & the Fylde College, to undertake an OPITO FOET (Further Offshore Emergency Training) course. It's a course that many seafarers will not be familiar with as it is designed mainly for offshore workers who use helicopters as their means of getting to and from their place of work. I regularly use helicopters as part of my duties as an FPSO Marine Supt and as such it is a requirement.

The main part of the course is undertaken in a modern, purpose-built facility, the centrepiece of which is a large pool complete with a helicopter simulator where participants are trained in underwater escape techniques when the helicopter has ditched on water



and subsequently overturned. It's not a course for the faint-hearted for sure, but the facility is expertly run by a team of dedicated staff who instil confidence in the candidates at every stage of the course. This facility is certainly one of the best I have used for in-water training, as I have completed STCW sea survival refresher training previously at this facility. Well done Fleetwood!

Capt AJ Dodd
Membership no 146166

Save the date for Falklands weekend in Hull

Nautilus Telegraph readers are warmly invited to join us at the Kingston-Upon-Hull Falklands memorial weekend on 25-26 April 2020, in honour of the Hull Falklands Merchant Navy Task Force and the South Atlantic Medal Association (SAMA 82).

Saturday 25 April
10.00-16.00

There will be an event in the city centre of Hull with veterans from all over the UK staffing displays and stands.

Hull Minster will be putting on a food festival, and the Royal Navy will be supporting with an activity stand. The Lord Mayor, Lord Lieutenant and dignitaries will open the event along with the Town Cryer. Cadets from all three services will be attending, and Army regiments will provide displays along with the Humberside Fire Brigade.

A bus from East Yorkshire will be decorated with the task force ships on it. This bus will ferry passengers to and from the dock where a Royal Navy vessel is coming for the event.

Sunday 26 April
14.00 (please arrive at 13.30)

At 14.00 there will be a service at Hull Minster for the Hull Falklands Merchant Navy Task Force and the South Atlantic Medal Association, where we will be expecting around 600 attendees.

Following this, at 15.00, there will be a parade into the city centre with the standards, veterans, armed forces, cadets and family members.

The Humberside Police band and cadet bands will provide the parade music. The names of all the fallen will be read out in a roll of honour, including the three Falkland islanders.

Attending the service will be survivors of the Atlantic Conveyor, and one of the survivors will ring the Trinity House Bell. Actor Sean Bean will be there on behalf of SAMA 82, as he is a great supporter of the veterans and armed forces.

For more information, please email me at keiththompson26@outlook.com.

Keith Thompson MNM
Membership no 166898

Houseboats could be the future for jobs and planet

It could be worthwhile to examine as part of seafarers coming ashore to possibly live on houseboats, as with rising sea levels 70 to 100 metres it could be safer afloat.

The seafarers' skills could be retained and create employment for them using their houseboats both for living and education centres, where young people from schools could visit and learn about life afloat, supported by teaching aids and basic navigation on the bridge.

The houseboats could be moored on rivers and waterways in areas where ships cannot visit, and a gratuity could possibly be offered to owners or operators of houseboats to help keep costs at reasonable level.

The relevant groups could support to ensure everyone has an opportunity to do their best both afloat or ashore, and the houseboats and seafarers could support the local community to ensure young people avail of a proper education on our ocean planet.

Name and membership no supplied

Tweets of the month

Mark Dickinson

@Mdickinson1262

After the Stena Impero the shipping industry needs to be on the front foot seeking advice, reassurance & support as necessary regarding the likely maritime security implications for UK shipping interests in the Middle East.

Mike Boyle

@trueseadog replying to @hicapted and @Mar_Ex

The flyers and reports that come with my @nautilusint Telegraph are a must read.

Nautilus International

@nautilusint



Feeling #Charitable? Your #TuesdayMotivation could be to help support #Crowdfunding efforts in Devon for the latest stage of restoration of a 73-year-old former Royal Fleet Auxiliary @RFAHeadquarters #RFA #Steamship.

Mark Dickinson

@Mdickinson1262 replying to @ITFDockers

Let's ensure in 2020 that dockers do cargo work/lashing. The seafarers have enough to do onboard without doing this work too. We can be required to work by law up to 91 hours a week no surprise we are often fatigued, stressed & mental health under pressure. Give us a break!

Capt Paul Lanaghan BA FRIN

@PilotNorth

replying to @nautilusint

Nice to give deep sea pilots some much valued publicity for our undervalued contribution to marine safety in NW Europe

capt@sea

@anilrasho replying to @nautilusint


car ships often use services n expertise of #deepSea #pilots in English channel and North sea, #best professionals to work with!



NEWS

YOUR UNION

Join in, join up

Nautilus organiser Martyn Gray will be at the Fleetwood Nautical Campus in February. To book a personal appointment in advance of the day email: cadets@nautilusint.org 

British jobs secured as Maersk crew changes take effect

Maersk Line has confirmed that British officers will not face redundancy as part of its ongoing cost-cutting programme, following negotiations with unions.

The world's largest container line gave notice of transfers to alternative ships to British officers working on Danish-flagged Maersk Line vessels at the end of last year.

That followed an earlier decision to cease training British cadets and switch to less-costly Indian cadets.

'Our focus has been on job security and ensuring our members still have jobs with Maersk Line,' Nautilus International national organiser Steve Doran said.

In consultation with Maersk Line Partnership at Work representatives, Nautilus organisers 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 equivalent Danish union's collective bargaining agreement (CBA). Members' pay will revert to the UK rate when they transfer.




▲ Danish-flagged Maersk Lica containership Image: Wikimedia Commons

Maersk Line has since announced a pay freeze on current wage scales.

Maersk Line operates 707 container ships, 315 owned and 392 chartered, with another 18 on order, according to Lloyd's List Intelligence. Alongside its Danish-

flagged vessels, Maersk line has ships under the flags of Hong Kong, Brazil, Netherlands, Singapore and US.

Danish unions maintain the negotiating rights for all terms and conditions on Danish-registered vessels. 

'Recruit and win' anniversary offer to Nautilus members


To celebrate a decade as the world's first cross-boundary union, Nautilus is offering members the chance to win vouchers if they recruit someone new during the Union's 10th anniversary year, which started on 15 May 2019.

UK members can introduce a colleague through this scheme, and once the colleague has joined the Union and paid three months' worth of union dues, the original member receives a £25 voucher to spend online. The voucher is equivalent to one month's membership fee.



There is no restriction on the number of colleagues who can be introduced – members could sign up three colleagues and get £75-worth of vouchers, for example.

Nominating members will also be put into a prize draw for £100 voucher, with the winner to be announced at a Nautilus Council meeting in 2020.

Similar recruitment campaigns have been used successfully in the past to increase membership and engagement. The most recent winner was announced in the March 2019 Telegraph. 

Unpaid wages top Nautilus 24/7 helpline complaints

Unpaid wages topped the list of most reported complaints by Nautilus members to its free round-the-clock emergency helpline in 2019.

The Nautilus 24/7 helpline's casework rose 11% on the previous year to 316 from 284, bringing a total of over 1,400 cases since it opened in 2014. The helpline is administered by the International Seafarers' Welfare and Assistance Network (ISWAN).

Some 1,775 individual seafarers have been helped overall, as some cases can involve several crew onboard. Each year the helpline team handles emergency calls from Nautilus members based in the UK, Netherlands and Switzerland, as well as members of unions affiliated to the Nautilus Federation.

Contact can be made via direct emails, live chat messages or freephone numbers for more than 45 countries.

Nautilus director of legal services



Ways to contact Nautilus 24/7

send an **SMS text message** to +44 (0)7860 017 119 and we'll get back to you
 email us at **helpline@nautilus247.org**
 reach us via **Skype (username nautilus-247)**
 take a note of the **freephone number** listed on the Nautilus 24/7 webpage

Charles Boyle said: 'Nautilus is extremely grateful to ISWAN and its multilingual team for providing such a valuable service to our members, 24 hours a day, 365 days a year. At any one time, Nautilus has members working across the globe

in many jurisdictions and time zones, and it's reassuring to know that they can contact the helpline for instant advice and assistance. This applies even more so in the context of increasing regulation, which can often lead to issues of criminalisation for alleged non-compliance.'

In 2019, unpaid wages were the main reason for calls to the helpline, followed by unfair dismissals and bullying onboard.

In November that year, a Nautilus member's concerns about ship safety led to a superyacht being detained. The ongoing case is being dealt with by the Union. The vessel was detained in Ajaccio, and, a legal case is pending with the owner over crew working hours and conditions.

Contractual disputes and cases of unfair dismissal are referred immediately to Nautilus investigators. ITF inspectors are alerted in cases of foreign-flagged ship detentions or poor living conditions on ships visiting UK ports. **i**

Wightlink members in pensions push as five-year pay deal accepted

Union members employed by Wightlink have voted overwhelmingly to accept its front-loaded, 1% above Retail Price Index (RPI) pay award spread over five years. That means an effective rise of 2.4% from 1 January 2020 (year one).

The company also committed to consider the Ensign Retirement Plan, the only industry-wide pension scheme for maritime professionals.

Discussions on pay and conditions at Wightlink have been ongoing since early August 2019, when a submission was made by Nautilus national ferry organiser Micky Smyth to Wightlink for a Retail Price Index (RPI) increase and for pensions discussions to commence.

At the first meeting on 30



Wightlink hybrid green energy flagship ferry Victoria of Wight

August 2019, positive discussions were held with the company where the possibilities of a five-year extension to the long term pay agreement that was already in place were discussed.

Following this meeting, Nautilus strategic organiser Martyn Gray undertook several

ship visits to gauge members' views and discuss other concerns.

Mr Smyth and Mr Gray again met with the company in late September 2019 to discuss the 2020 pay review, after which a formal offer of a five-year deal front loaded at 1% above RPI (October's RPI rate of Inflation) was received.

Members overwhelmingly accepted the offer. Wightlink also committed to reviewing the Ensign pension scheme.

'This deal is a great achievement for Nautilus, especially in the current financial climate and the uncertainty surrounding Brexit,' Mr Smyth said. 'It provides commitment by the company to members in ensuring their salaries are enhanced in real terms during the five-year deal.'

'We will continue to look to enhance members' terms and conditions, and further ship visits will be arranged soon so we can continue to engage with the membership and recruit new members into the Union.' **i**

Wightlink teams up with local primary schools for career inspiration: page 27.

In brief

Maersk parental leave

Nautilus national organiser Steve Doran is in talks with Maersk Tankers to ensure the company's new parental leave policy is applied to seagoing staff. Announced last month initially as a benefit for shore-based employees, the policy gives new fathers four weeks' paternity leave in the year after childbirth or adoption. Maersk wants more equal distribution of parental leave between mothers and fathers and fathers will be encouraged to take their full leave.



Getting to work: MNTB's cadet training programme review group

Modernising cadet training

Nautilus professional and technical officer David Appleton in January attended the first meeting of the Merchant Navy Training Board's (MNTB) cadet training programme review group at the UK Chamber of Shipping offices in central London. Nautilus is taking an active role in work to modernise UK cadet training. While the first meeting was primarily used for brainstorming, a clear plan of action was agreed.

Maersk pay offer rejected

Nautilus members working for Maersk Tankers Singapore have voted to reject the company's 0.5% pay offer. Members said that the offer was considerably below UK inflation. They were also unhappy that the improvement of work-to-leave ratio for senior officers of 1:1 is not also on offer for the junior officers.

Union tackles hours of rest on London's major waterway

Thames Clippers has committed to improving rest breaks for employees, following captains' concerns raised by a Nautilus lay representative at the Partnership at Work (PAW) meeting on 7 January 2020.

The company, which operates a fleet of 20 river buses, told Nautilus national organiser Steve Doran that it was also planning to address negative feedback concerning the latest winter timetable.

Nautilus has recommended a minimum uninterrupted 20-minute rest break for all crew working more than six hours a day.

Thames Clippers said the winter timetable changes, which reduced services at weekends from January, were made to allow for crew and onboard customer service assistants to undergo Type Rating training.



Nautilus has recommended a minimum uninterrupted 20-minute rest break

The service reduction is to continue until March and a training plan has been created to upskill as many people as possible. Timetables will change again in April.

The company reiterated its commitment to hold employee working groups in order to get feedback on any changes made.

Nautilus officials and lay reps are committed to engaging with the company 'in pursuance of

decent terms and conditions and a long-term sustainable future', Mr Doran said.

'We are taking a pragmatic approach; and having settled pay, rest breaks are now clearly in our sights. Let's work together to make Thames Clippers the best it can be.'

In November 2019, following a PAW meeting, Thames Clippers agreed a pay increase of 2.7% for its operational teams. **i**

Multi-year pay deal hammered out with Isle of Man Steam Packet Co

Members working for Manx Sea Transport (Guernsey), serving on Isle of Man Steam Packet Company vessels, have accepted a multi-year above Retail Price Index (RPI) pay deal.

Effective from 1 January 2020, members will receive a 3% increase in salaries, with a further 2.75% rise from 1 January 2021.

Nautilus national ferry organiser Micky Smyth said: 'This multi-year deal is of great benefit as it maintains leading remuneration offered to our members as maritime

professionals at Manx Sea Transport who serve on Isle of Man Steam Packet company vessels.'

Union officials will now seek agreements on future rostering and the company's new building programme. 'These concerns will now be at the forefront of future discussions,' Mr Smyth said.

In June 2019 Nautilus was notified that Isle of Man Steam Packet Company and its shareholder Isle of Man Government had approved a new Sea Services Agreement,

a 25-year treaty that came into effect on 1 January 2020.

That set out standard fares to be capped at the Manx Consumer Price Index (MCPI). Any pay deals negotiated after this date would be based on MCPI. In June 2019 the annual rate of inflation as measured by MCPI was 1.8%.

Nautilus stuck to its RPI policy and hammered out the inflation-beating multi-year deal. Members were consulted with a recommendation to accept and this was agreed on 23 December 2019. **i**

New Nautilus diversity forum gets to work

Nautilus has created a new twice-yearly Equality and Diversity Forum to reflect how the Union is organising around women in shipping and diverse communities.

Within each Equality and Diversity Forum meeting there will be dedicated spaces for the Young Maritime Professionals group and the Women's Forum. The Union remains committed to working with all the diversity strands and ensuring that there are safe online spaces for discussion.

The first forum meeting was at the 2019 General Meeting, and the first meeting of the new decade will be on 21 April 2020.

Members who have Facebook accounts can now



Members at the 2019 Nautilus General Meeting

also join the new Nautilus Women's Group. This Facebook group is for female members of the Union only. Members of the group will be invited to share stories on relevant issues, discuss the growing impetus to encourage more women into the maritime industry, network and support each other.

The women's Facebook group is in addition to the

Young Maritime Professionals Facebook group and the general Nautilus International members' Facebook group which are all for members only.

Nautilus also 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. **i**

Building bridges on James Fisher tanker

Unions met with James Fisher head of crewing Adrian Young on Monday 6 January 2020 to discuss creating a Partnership at Work (PAW) arrangement on the MR1 tanker Raleigh Fisher.

Nautilus national organiser Steve Doran and RMT assistant national secretary Mark Carden also discussed members' 2020 pay and conditions review.

Members have requested a pay increase over and above the Retail Price Index (RPI), pensions provision, equality in the workplace and mental health and wellbeing support, among other things.

James Fisher bought the 2005-built, 35,200 dwt Raleigh Fisher for £9m in July

2019.

The UK-flagged vessel is contracted to the Ministry of Defence on a five-year deal to support the Royal Navy's fuelling requirements.

January's meeting was a follow-up to a ship visit to Hebburn dry docks in December. Nautilus will shortly be seeking volunteers from among the Union members to help form the PAW Committee.

National organiser Steve Doran said he hoped members would respond to the call for nominations to the newly-formed PAW Committee and thus get involved with negotiations directly. **i**

Bibby 2% pay rise

Nautilus has negotiated a 2% pay rise with Bibby Maritime on behalf of members working on the company's floating accommodation units.

Head of recruitment and membership Derek Byrne, met with Bibby's Richard Garforth (HR & training manager) and Ella Washington (marine crewing officer) on 10 January to discuss the 2020 pay and conditions review.

Mr Byrne said: 'Nautilus believes that this is the best that can be achieved through negotiation.'

Employees working across the whole Bibby Group also received an offer of 2%.

The latest RPI figure (November 2019) is 2.2%. **i**

In brief

Maersk PAW vacancy filled

The Partnership at Work (PAW) delegate for Maersk Tankers Singapore has been named as Carl Trzcinski. Mr Trzcinski will hold the post for three years, working on behalf of seafarers' interests from 1 January 2020 and continuing until 31 December 2022.

Career moves at Subsea 7

Subsea 7 liaison officers Neil McArthur and Roy Jeffrey joined Nautilus national organiser Steve Doran for a meeting with management in January to push through wider representation and career progression at the company – concerns that remained outstanding following the 2019 pay negotiation. A formal response was awaited at the time of going to press.

Aspirations at Deeside

Liaison officer Fatai Oyedepo and Nautilus national organiser Steve Doran met with Deeside Crewing on behalf of members serving on Vroon vessels on 9 January to present the 2020 pay claim and discuss aspirations from members. Talks included a pay rise over and above RPI, pensions, workload, sick pay and bonuses. A formal response from the employer was awaited at press time.

PLA pay offer accepted

Nautilus members working for the Port of London Authority (PLA) have voted to accept the offer of a pensionable pay rise of 1.7%, the equivalent to CPIH for September 2019, plus a further 1.2% of consolidated non-pensionable pay. The combined 2.9% increase took effect from 1 January 2020.

UECC pay offer accepted

Employees of UECC (Guernsey) Ltd have accepted a 1% pay rise effective from 1 January 2020. Nautilus said the offer was the best that could be achieved through negotiation. The deal does not apply to junior officers whose next review is on 1 January 2021, due to their return to 1:1 work-to-leave rotations agreed last year.

Sale of much-loved landmark allows for new seafarer retirement homes

The future of a much-loved Wallasey landmark, Gibson House, has been secured with its sale to property developers Prospect Capital.

The Gothic-style turn of the century property will be returned to its former glory in an investment worth over £10m, with a total of 34 new apartments for private sale. The site development will also include three new detached properties, the restoration of the former lodge, and three new apartment schemes.

These will provide 61 and 11 apartments for private sale, plus an additional 26 apartments with front and side waterfront views which are earmarked for Nautilus Welfare Fund (NWF) residents. The one- and two-bedroom apartments will all have a balcony. There will be a buggy store and residents' lounge on site. Landscaped grounds and parking will be provided.

The apartments earmarked for NWF residents will be for rent, with costs at the same as other equivalent properties at Mariners' Park. Residents will have access to all the communal facilities and activities provided at Mariners' Park, including the café, gym, games room and communal lounge. A new side entrance for easy access to Mariners Park will be created via Maddock Road.

'We are very excited about the potential for this development of Gibson House, which will



Beauty spot: Gibson House has been secured with its sale to property developers Prospect Capital

provide the brand-new accommodation we need,' Nautilus welfare services manager Mick Howarth said.

'Demand for accommodation at Mariners' Park continues to outstrip supply, and these additional apartments will help to reduce the waiting list.'

The former retirement accommodation for seafarers had been empty for 18 years, with locals complaining of vandalism and anti-social behaviour at the site.

Its waterfront site will now be regenerated as

part of Prospect Capital's proposed two-phased build. Phase One will be the restoration of the Edwardian Gibson House and the building of the individual homes, immediately followed in Phase Two by the three apartment schemes. Prospect Capital is expected to start on site by the end of March with an anticipated completion by Autumn 2022.

Expressions of interest for the 26 new apartments can be made to: **Nautilus Welfare Fund, Trinity House Hub, 21 Webster Avenue, Wallasey CH44 0AE**

Seafarers' charity shortlisted for Mersey Maritime Awards



The Nautilus Welfare Fund, which runs Mariners' Park retirement estate in Wallasey, has been shortlisted for a prestigious industry award.

The Mersey Maritime Positive Impact Award recognises organisations that have gone the extra mile to support the maritime industry – and its people – in NW England.

In 2019 the charity expanded its range of specialist services to retired seafarers and their dependants, which include accommodation at Mariners' Park in Wallasey. The 16-acre site on the banks of the River Mersey is the

focal point for the charity's work. It offers 125 homes, mostly bungalows and apartments, plus a residential and nursing home, creating a unique maritime community.

The opening of John Fay House in May 2019 provided 12 new state-of-the-art independent living apartments. All meet the latest standards for accessibility, and each has a balcony or patio and an en-suite wet room, as well as an open-plan fully-fitted kitchen.

The estate now plans to expand further with the restoration and development of Gibson House, in a

development project worth more than £10m that will provide another 26 apartments with front and side waterfront views which are earmarked for Nautilus Welfare Fund residents.

The NWF also offers financial support and caseworker services to individuals across the UK in addition to its strong presence on Merseyside.

The categories will go to a public vote at the start of February to allow the wider industry to have their say on who they think should win. To vote for the Nautilus Welfare Fund please visit: www.mersey-maritime.co.uk

Nautilus caseworkers win £90k compensation for asbestos victims

Two Mariners' Park residents have received close to £90,000 in compensation for asbestos-related diseases with support from the Nautilus Welfare Fund Caseworker service.

The men, both retired merchant seafarers, received the money in welfare benefits and civil compensation after caseworkers contacted the Merseyside Asbestos Victim Support Group (MAVSG). They were diagnosed with asbestos-related diseases in 2019.

One former engineer with sea service spanning more than 30 years recalls stripping asbestos lagging from pipe works. Masks were rarely worn, as the risks involved were not known at that time, he said.

The resident had been for a routine x-ray, which showed a shadow on his lung. The following month, February 2019, he was diagnosed with asbestos-related lung cancer.

Another resident, an able seaman with 27 years' sea service on cargo ships and tankers, had been experiencing shortness of breath for several years. He collapsed outside his home and the subsequent admission to hospital confirmed a diagnosis of asbestosis.

He recalled cleaning down ships without gloves and masks and seeing dust throughout the accommodation sections due to 'wear and tear' to the fabric of the vessels. He also assembled and dismantled scaffolding on older ships that were being refurbished and recalls the dust from the works 'being abundant'.

UK Merchant Navy workers have been identified as some of the most vulnerable to asbestos exposure. Over 300 types of insulation products containing asbestos were widely used to line machinery on UK ships. Asbestos lagging was common to protect boilers, heating system baffles, valves, steam pipes, window seals, and electrical fixtures, among others.

Inhaling even a single asbestos fibre has the potential to cause serious health concerns.

Asbestos-related diseases include asbestosis, pleural plaques, pleural thickening, mesothelioma (a cancer affecting the linings of the lungs or abdomen) and some forms of fibrosis. Asbestos-related diseases typically take many years to develop, so current statistics reflect the legacy of past working conditions.



▲ Nautilus Welfare Fund case workers from left: Laura Molineux, Iain Lindsay, Sandra Silverwood and John Norris

Mariners' Park residents have access to a range of other support services available including a drop-in centre, breathe easy group and ongoing emotional support from the MAVSG and Caseworker service of the Nautilus Welfare Fund.

If you think you have been affected by Asbestos you should contact your GP immediately. If you have a diagnosis an asbestos-related disease, there is help available.

You may be eligible to a range of welfare benefits and compensation, including Industrial Injuries Disablement Benefit, Constant Attendance Allowance, or a lump sum payment under The Pneumoconiosis etc. Workers' Compensation Act (1979).

If you would like to know more, please contact the caseworker based at Mariners' Park, Laura Molineux, to discuss the matter confidentially. The Nautilus Welfare Fund has caseworkers in Glasgow, Hull, Portsmouth and Wallasey who can visit individuals in and around those areas. Advice can be provided by email and over the phone for those in other parts of the UK. [t](#)

Social impact on Merseyside

In 2019, Nautilus Welfare Fund Merseyside caseworker Laura Molineux assisted 130 mariners and their dependants across the area and secured over £200,000 in welfare benefits and grants.

Often individuals are many thousands of pounds better off as a result of the caseworkers' intervention, and the impact of these sums can be life changing.

A particular focus in 2019 was assisting 31 war veteran mariners alongside the campaign to raise awareness of asbestos related illnesses.

While ensuring individuals receive all the welfare benefits for which they are eligible, the Caseworker service offers an 'holistic' approach and also helps mariners access other health, housing and social care services to ensure they can live independent and fulfilled lives.

In brief

RFA charitable giving

The Royal Fleet Auxiliary (RFA) Benevolent Fund has approved a £500 grant for the Nautilus Welfare Fund charity for retired seafarers and their dependants. The one-off grant, approved by RFA Commodore Duncan Lamb, will be used to support a range of care work for retired mariners and veterans in hospital and independent housing at the Union's charity at the Mariners' Park estate in NW England.

Felixstowe Brexit plans

The Port of Felixstowe has started work to upgrade its ro-ro facilities in anticipation of greater traffic after Britain leaves the European Union. It is lengthening the No.3 ro-ro berth and replacing the current hydraulic ramp at No.4 ro-ro berth with a larger floating linkspan, for larger ro-ro vessels and greater traffic flow. Work will be completed 'before the end of the Brexit transition period', the port said in a statement.

Scots windfarm boost

The Scottish government has announced steps to boost the number of offshore wind contracts staying in Scotland, according to the BBC. A deal between ministers and Crown Estate Scotland means developers will have details when Scots firms will be used as part of the leasing process. The trade union GMB Scotland claimed contracts 'worth billions' had been lost to overseas firms last year, 'costing tens of thousands of Scottish jobs'.

Autonomous ship guidance

Japanese classification society ClassNK has launched new guidelines for the automated/autonomous operation of ships. According to ClassNK, the guidelines seek to 'improve onboard safety by preventing human error and improving working conditions by reducing the work load on crew members'.

Maritime cyber risk management course receives MNTB quality mark

A maritime cyber risk management course developed by a Nautilus member has received official recognition by the Merchant Navy Training Board (MNTB) and the UK Chamber of Shipping.

The joint venture between Aureol Marine's Brian Beckley and Atheniem's Paul Langdon is also the first maritime cyber risk management course delivered to students and delegates at Fleetwood Nautical Campus.

The MNTB recognition provides potential customers with the assurance that the maritime cyber risk management course and Atheniem/Aureol Marine have been through several rigorous checks, thereby ensuring delivery of a quality training course by highly experienced instructors.

In addition to MNTB recognition, the course has also been endorsed by the UK Chamber of Shipping.

Atheniem and Aureol Marine directors Paul Langdon and Brian Beckley said: 'carrying the "MNTB recognised" quality mark sets the benchmark for training provision excellence and demonstrates our commitment to offering seafarers an excellent product that has met the

stringent quality guidelines of the MNTB'.

The International Safety Management (ISM) code from 2021 will require maritime companies to operate compliant cyber risk management systems onboard all vessels.

The course has been designed to follow International Maritime Organization (IMO) guidelines and will assist in complying with ISM requirement as a training programme for ships staff as well as shore-based staff in shipping companies.

Nautilus member Brian Beckley said: 'Seafarers in general are very good at physical security, having had training in the International Ship and Port Facility Security (ISPS) Code for many years. However, when it comes to cyber security, most seafarers have a general understanding but are mainly unaware how easy it is to attack a ship or shipping company if the security is not in place.'

The first course was delivered at Fleetwood Nautical Campus to an audience made up of masters and electro-technical officers (ETOs). MNTB director Kathryn Neilson also attended. **t**

New Witherbys textbook also seeks to address onboard cyber defence: see page 40

UK 'net zero' to boost offshore wind sector

The UK offshore wind sector could soon see unprecedented investment in order to meet the country's legally-binding 'net-zero' emissions commitment by 2050.

In its new report **Engineering Net Zero**, consultancy Atkins Global says the UK government needs to increase its low-carbon generation four-fold, including an additional 75GW in offshore wind capacity.

The report warns of a severe capacity gap in carbon capture and storage, nuclear, wind and hydrogen energy generation – technologies deemed essential by the

Committee on Climate Change in reaching the net-zero target that it recommended to the UK government last year.

Chris Ball, managing director for nuclear and power at Atkins, said: 'The green future we aspire to is possible. However, it requires a sea change in how we approach our energy system and the scale of investment required.'

The UK government must move beyond the years of short-term political ambitions that 'have blocked some urgent investments and actions needed to drive forward net zero solutions,' he stressed. **t**

UK detains foreign ships

The UK Maritime and Coastguard Agency (MCA) detained three foreign-flagged ships in December after failing port state control inspections.

All three vessels were on the Paris MoU white list.

Eletson's Greece-flagged Keros was detained at the port of Immingham for a defective emergency generator.

Mediterranean Bulk Holding's Italy-flagged MBC Daisy was detained at Birkenhead for 12 deficiencies including failing to meet the ISM Code, inoperative survival craft, unpaid wages and invalid seafarers' employment agreements.

Fujian Ocean Ship Management's Panama-flagged Zheng Zhi was detained at Immingham for a defective emergency generator. **t**

Lithgow and Welsh in UK New Year's Honours List

Leading lights of the UK maritime industry were among more than 1,000 people recognised in the country's 2020 New Year's Honours List.

Maritime UK National Council member Julie Lithgow received an OBE for work with women in maritime. As director of the Institute of Chartered Shipbrokers, her award was for voluntary service to diversity in the maritime sector, where she has been a 'charter champion' for one of the firms piloting the Women in Maritime Charter.

Dick Welsh, former director of the Isle of Man Ship Registry, received an MBE for outstanding services to the maritime community on the Isle of Man, where he worked until his retirement in 2019.

Professor Sir Duncan Wingham received a knighthood for services to climate science. He is executive chair of the Natural



▲ Welsh and Lithgow: honoured for outstanding work to industry

Environment Research Council (NERC) – a significant employer of Nautilus members in its British Antarctic Survey arm.

Commander Graham Hockley received a Lieutenant of the Royal Victorian Order (LVO) for his service to the Trinity House Corporation. An LVO is an order of knighthood for personal service to the Monarch by Queen Victoria.

OBEs in recognition of other maritime work went to: Dr Kevin Fewster for services to museums and maritime

history in London; John Campbell Hudson, managing director for maritime at BAE Systems; and Alison Kentuck, receiver of wreck at the Maritime & Coastguard Agency, for services to salvage and underwater heritage.

An MBE was awarded to Robin Love, chair of the Cattewater Harbour Commissioners until his retirement in 2019, for his services to the maritime sector and the community in Plymouth. ❶

Scottish yard criticised for overdue, over-budget ferries

Ferguson Marine management has been sharply criticised for the delay and spiralling cost of two new 102m dual-fuel CalMac ferries for islanders, by the government agency that placed the orders.

CEO of Caledonian Maritime Assets Ltd (CMAL) Kevin Hobbs has rejected calls for the unfinished ferries to be scrapped and the work restarted.

The ferries are £100m over budget and likely to be three years overdue.

The Glasgow-based yard won the £97m contract in 2015, to

build, for the first time in Scotland, two 1,000-passenger, 127-car and 16-lorry marine diesel oil/LNG powered ferries earmarked to serve Arran and the Hebrides and usher in a new era of shipbuilding on the Clyde.

Construction fell way behind schedule. The Glen Sannox, destined for the Arran route, was expected to enter service mid-2018 but delivery is now expected by the end of 2021. The second ferry, for the Skye, Harris and North Uist route, is not expected to enter service until summer 2022. ❶

Ken Carver dies age 83

Ken Carver, chairman and founder of International Cruise Victims (ICV), died at the age of 83 on Monday 30 December 2019 after a brief illness.

Mr Carver, who founded the ICV after his daughter Merrian disappeared from a Celebrity Cruise Lines ship off Alaska in 2004, was a tireless campaigner on behalf of the victims of crime and disappearance on cruise ships.

Ken died in Scottsdale, Arizona, surrounded by family and friends. ❶

In brief

£6bn offshore deal

North Sea services provider Petrofac will design and build Scotland's largest offshore wind farm, the £6bn Seagreen project off Angus. The engineering firm has begun work to design, supply and install the heating, ventilation, and air conditioning (HVAC) onshore and offshore substations for the project 17 miles off the coast of Angus. It will provide engineering, procurement, fabrication, transportation, offshore installation and commissioning of the offshore substation platform, including the topside, jacket and piles.

Polish offshore wind

The Polish government has pledged to boost the country's offshore wind sector in draft legislation published last month. Up to 4.6GW from pre-developed wind projects could be granted support by Polish energy regulator ERO by the end of 2022.

Support will be granted for 25 years, and some 34,000 jobs could be created during the investment stage.

Scrapyard compliance

PHP Ship Breaking and Recycling Industries Limited is the first Bangladesh scrapyard to receive a statement of compliance with the Hong Kong Convention for the Safe and Environmentally Sound Recycling of Ships from Japan-based ClassNK. On issuing the notation, ClassNK general manager of innovation and sustainability Junichi Hirata said: 'I hope this step further will encourage safer and greener ship recycling practices following the HKC standard.'

Drop in to Antibes conference to meet Nautilus yacht reps

Nautilus International will be heading to Antibes in March, to attend the Improving Yacht Crew Retention conference.

Hosted by Quaynote, the all-day conference will take place at the AC Hotel Ambassadeur Antibes – Juan les Pins, on Thursday 12 March 2020. It will focus on retaining the best yacht crew through first-class benefits and pension provision, Maritime Labour Convention (MLC) compliance and training.

The day before, on Wednesday 11 March from midday, Nautilus will be hosting drop-in sessions offering advice on employment related issues and assistance with the Union's industry-leading Commercial Yacht Service Record Book.

During the drop-in sessions, Nautilus legal director Charles Boyle will be giving a talk on 'the application of Maritime Labour Convention (MLC) after Brexit' and still to be confirmed is a talk from a representative of the French administration on how UK registered ships will be treated in France after Brexit.

Also in attendance will be Nautilus International's head of recruitment



▲ Brexit effect: Nautilus legal director Charles Boyle will talk on the application of Maritime Labour Convention after Brexit

and membership Derek Byrne, head of organising Garry Elliott and strategic organiser Rachel Lynch.

The drop in session is free for Nautilus members; to register your interest please email yachts@nautilusint.org.

Chairing the Improving Yacht Crew Retention conference will be Jörg Wendt, the Nautilus representative in the south of France and head of training at crewing agency D&B services in Antibes. D&B is one of Nautilus International's strategic yacht partners.


Speakers at the conference will include Karen Passman of Impact Crew and Helen Warren of Sovren Crew, both of which are also Nautilus strategic yacht partners.

The event will target captains, yacht managers, crew, lawyers, corporate service providers and others involved in the industry.

Entry to the forum is €355 for standard tickets and €295 for earlybird tickets, and Quaynote is offering Nautilus members a 15% discount when they use the code 'NAUT' at the point of sale: www.tickettailor.com/events/quaynote/323642

For more information on the conference, visit the Quaynote website www.quaynote.com/conference/improving-yacht-crew-retention/

In other dates for your diary, Nautilus will be attending the Palma Superyacht Show from Wednesday 29 April to Thursday 30 April, where we will be sharing a stall with the UKSA and Wilsonhalligan: www.palmasuperyachtshow.com/visit/

The Union will also be present at the Monaco Yacht Show, which takes place from 23-26 September: www.monacoyachtshow.com/en/ 

Courageous crew put out fire onboard celebrity superyacht

Nautilus members have helped tackle a fire in Miami onboard a superyacht owned by singer Jennifer Lopez's former husband Marc Anthony.

The 37m Andiamo, made by European boat builder Benetti, capsized after a fire broke out onboard in December 2019 when it was docked in a marina near MacArthur Causeway, a major route to Miami Beach.

The Miami Fire Rescue units which responded to the call at 07:30hrs local time reported on social media that no one was injured, the fire was under control within two hours and that no other boats were damaged. It has been reported that six or seven crew members of the Andiamo were evacuated. The



▲ Fast fire action

Image: Miami Fire Rescue


cause of the fire is unknown.

Several Nautilus members onboard a neighbouring yacht at the time advised the Union they had taken part in tackling the fire but were unharmed. The members have now

left the area onboard another vessel.

'Our members did a courageous job helping in what could have been a very difficult situation,' Nautilus general secretary Mark Dickinson said.

Mr Dickinson urged members to report any health and safety concerns they encounter onboard and to let the Union know as soon as possible if they are involved in emergencies, so Nautilus can give advice and guidance and put them in touch with the organiser for their sector.

The Nautilus 24/7 helpline helps members in emergencies around the clock, and as well as options to contact on toll free numbers, SMS text messaging, and Skype, a live chat line is also available. 

MARAD on high alert over Gulf of Guinea kidnappings

The US Maritime Administration (MARAD) has issued an alert over piracy in the Gulf of Guinea, which remains a 'significant threat' to US flagged operators.

According to the US Office of Naval Intelligence's 'Shipping Threat Reports', 129 reported incidents of piracy and armed robbery at sea occurred in the Gulf of Guinea in 2019. While this was an 11% decrease from 2018, kidnappings were at the highest level recorded in the last 11 years.

Attacks, kidnappings for ransom, and boardings to steal valuables from ships and crews are the most common types of incidents, with most incidents taking place off Nigeria. There were 33 kidnapping incidents in 2019, two of which involved crewmembers being taken from hijacked vessels when pirates disembarked.

Three out of the six hijacked vessels in 2019 were petroleum



Stay safe: MARAD cautioned all US flagged vessels in the Gulf of Guinea

tankers, likely being hijacked for cargo theft, the Office of Naval Intelligence said. US-flagged operators should transit the Gulf of Guinea with extreme caution and vigilance.

Nautilus general secretary Mark Dickinson urged concerned members who may be required to transit the Gulf of Guinea to call Nautilus 24/7 helpline in case of emergency. Members

should regularly check risk ratings on the International Transport Workers' Federation/International Bargaining Forum website before entering the Gulf of Guinea.

In December 2019 the International Maritime Bureau also called for extra vigilance from seafarers in the Gulf of Guinea in the face of an 'unprecedented' level of crew kidnappings. **i**

One dead, five hospitalised after drinking alcoholic cleaning fluid on Boskalis FPSO

A Brazilian shipyard contractor died, and five others were evacuated by helicopter and hospitalised, after illegally consuming a cleaning solution while onboard a Boskalis floating production, storage and offloading (FPSO) vessel bound for Brazil.

The incident happened on 7 January while the FPSO was in transit from China to Brazil, towed by the Boskalis semi-submersible Boka Vanguard.

The six individuals were conducting preservation work on the 90,000T FPSO during the 2013-built Vanguard's voyage from Qingdao to Rio de Janeiro.

The workers had 'consumed a cleaning solution found on the FPSO that was thought to contain a mixture of ethanol and severely toxic methanol', Boskalis said. Boskalis has a strict zero-tolerance policy on consuming alcohol while onboard.



Boskalis Boca Vanguard

Image: Boskalis

The contractors reported drinking the substance about 36 hours after consuming it, when they were severely ill. The Vanguard changed course towards South Africa, where five individuals were hospitalised in Durban and are still recovering there. The sixth person died before evacuation and his body was kept onboard at the captain's request. The FPSO and Vanguard have resumed their journey to Brazil. **i**

In brief

Pilot dies after fall

Captain Dennis Sherwood, a member of the Sandy Hook Pilots Association, died on December 30 after he fell from an accommodation ladder while boarding the Maersk Kensington. He was 64 and had been piloting vessels at the Port of New York and New Jersey for more than 35 years.

One dead after collision

Odfjell chemical tanker Bow Fortune collided with a fishing vessel in Galveston, Texas, leaving one dead and two missing. The US Coast Guard was searching for two fishermen from Pappy Pride on 14 January after it capsized near Galveston jetties. Two other fishermen were saved and pulled from the water.

Bogus box weight

The loss of containers from UK-flagged CMA CGM George Washington in heavy seas in the North Pacific while en route from China to the US was due to wrong container weight declarations, according to a Maritime Accident Investigation Bureau (MAIB) report. The use of non-standard 53ft boxes, mis-stowed containers and loose lashings also contributed to 137 boxes overboard.

Global sea rescue review

Mandatory global search and rescue systems at sea may enter into force by 2024. Such rescues depend on satellite and terrestrial radiocommunications, the Global Maritime Distress and Safety System, mandatory under the International convention for the Safety of Life at Sea.

Master fined in Australia

A master has been fined A\$3,000 for delaying his report of a main engine breakdown off Queensland, Australia. The tanker Asphalt Spirit was en route from Korea to Australia carrying 14,000 tonnes of asphalt. The six-hour reporting delay could have led to an environmental disaster, the Australian Maritime Safety Authority said.

In brief

Ferries blockaded

French maritime unions have blockaded ferries owned by Marseille-based operator La Méditerranéenne and rival Corsica-based firm Corsica Linea. Unions want the companies to end their dispute over a future lifeline operating partnership between the French mainland and Corsica. Vessels remain idle off Marseilles and crossings to Tunisia have been disrupted.

US ferries grant

The US Maritime Administration (MARAD) has awarded Washington State Ferries a \$1.5m grant to help reduce the fleet's carbon footprint, according to MM&P Wheelhouse Weekly. The grant is part of a total \$7.5m in awards to marine highway projects in nine different states. It will support the conversion of one of the ferries on the Seattle-Bainbridge run from diesel fuel to hybrid-electric propulsion.

Pensions standoff

Seven French ports are facing ongoing disruption after dockers voted to intensify protests over the government's pensions reform plan. Services have been disrupted at Calais, Dunkirk, Le Havre, Rouen, Nantes-Saint-Nazaire, La Rochelle and Marseilles. The FNPDP CGT ports and dockworkers' union said that it cannot accept the government's plan, which will mean working longer with reduced pensions arrangements.

US green tech

The US House of Representatives has been assessing proposals for 'zero-emission' vessel operations. A committee hearing last month included a submission by ABB Marine & Ports, which is behind the first all-electric vessels ever built in the US. The new zero-emission Maid of the Mist tour boats at Niagara Falls will start operation this year.

Early retirement framework agreed for Dutch seafarers

Nautilus International and Dutch maritime employers have negotiated a historic collective bargaining agreement (CBA) that gives Dutch merchant mariners an innovative framework to help them take advantage of a Netherlands central pension agreement on early retirement.

The Union and the Dutch Association of Employers in Commercial Shipping (VWH) agreed the CBA, which covers 3,000 seafarers working on Dutch-flagged ships. The CBA ensures a wage increase of 6% over a two-year period between 1 January 2020 and 31 December 2021.

The new sectoral CBA is the first-time social partners have agreed such a variation on pension rules for merchant shipping under a specific framework agreement.

As part of the Nautilus CBA, employers will contribute a sum of money that seafarers would have been entitled to before their pension age increased to 67.

Seafarers will also contribute unused leave, savings or other investments, which the employers will then double under 'bridging finance' arrangements to enable a reasonable

income until the state retirement age. Nautilus executive officer Sascha Meijer described the agreement as: 'A good result after a few lean years.'

The Dutch central pension agreement means that from 2021 unions and employers can include in their CBAs early retirement for workers in 'heavy jobs'.

'Our members are happy with the wage increase and being able to stop working earlier,' said Ms Meijer. 'Their work is physically and mentally tough and they work long days with many night shifts and work far from home. You can't keep that up until you are 67.'

The new Nautilus CBA also contains improved arrangements for internet access for home communication at sea and efforts to combat fatigue. Employers agreed to take the interests of seafarers into account when making decisions about flights and costs in order to avoid unnecessary fatigue. This part of the agreement resulted from complaints by members about having to fly with low cost airlines, or with excessive transit waits, causing fatigue on the way to work or returning home on shore leave. **i**

Union success over US shore leave means better health for mariners

Seafarers will get better access to shore leave when visiting US ports from 1 June 2020.

Under the new Seafarers' Access to Maritime Facilities Final Rule, maritime facilities regulated by the US Coast Guard must provide seafarers and representatives of seafarers' trade unions and welfare organisations with access between vessels and the facility gate, promptly and at no cost to the seafarer or other individuals.

Access procedures must be documented in the Facility Security Plan and approved by the local Captain of the Port by 3 February 2020.

The US Seafarers International Union (SIU) has long



Shore enough: Union success on shore leave

Image: Wikimedia Commons

campaigned to improve seafarer access to shore leave and facilities. SIU secretary-treasurer David Heindel, who is also chair of the International Transport Workers' Federation (ITF) seafarers' section, said: 'Shore leave is crucial to maritime safety and the general wellbeing of mariners.'

Captain Ryan Manning, chief of the Coast Guard's Office of Port and Facility Compliance said: 'Mariners may be at sea for days, weeks, or even months as part of their employment on a ship, and shore leave is a critical part of maintaining their health, welfare, morale, and overall quality of life. **i**

IMO lobbied over fair treatment for seafarers

▲ Paper calls for the fair treatment of seafarers detained on suspicion of committing maritime crimes Image: Getty Images

The International Maritime Organization (IMO) should develop new guidelines on the fair treatment of seafarers detained on suspicion of committing maritime crimes, according to a grouping of member states and industry organisations.

Criminalisation is one of the most serious threats global seafarers face today, according to the group. Seafarers are deprived of fair treatment and justice and are not getting equal treatment when defending themselves against charges for committing crimes at sea.

Nautilus member research in October 2019 found that 90% of seafarers questioned were concerned about criminalisation, while two-thirds said it impacted the way they felt about working in the profession.

A paper submitted by the group calls for a

joint IMO/International Labour Organization working group to oversee seafarers' treatment when detained on suspicion of committing maritime crimes to:

- ensure seafarers' right to fair treatment in cases of their detention on suspicion of committing maritime crimes
- develop guidelines and recommendations on prevention of seafarers' involvement in maritime crimes

The paper is likely to be discussed at the next IMO Legal Committee meeting in March 2020.

The paper was lodged by Georgia, Malaysia, Philippines, Ukraine, International Chamber of Shipping, International Federation of Shipmasters' Associations, Intertanko, Intercargo, InterManager, International Transport Workers' Federation (ITF) and WISTA International. ⓘ

Young seafarers polled on workplace concerns

Nautilus young maritime professionals have been invited to speak up about concerns in their workplace by taking part in an anonymous online survey aimed at mapping young transport workers in Europe.

The European Transport Workers' Federation (ETF) survey seeks to discover the key issues facing young (under 35 years old) transport workers in Europe, and what their interests are.

It has been organised by the ETF Youth Committee, which is also asking for young workers to volunteer to take part in short videos about their work, saying why they



▲ ETF youth survey: have your say Image: Alix McDermott

chose their jobs and what they think about the future of the industry. These will be published on social media and the ETF website.

Nautilus young members are urged to spend five minutes filling in the survey

and to share it via their social media before the 14 February 2020 deadline. The survey is in 10 languages including English, Dutch, German and Croatian. ⓘ

www.nautilusint.org/en/etfyouthsurvey

In brief

Iran threat cancelled

US authorities have cancelled a security alert to shipping over possible retaliatory strikes by Iran in the Middle East but warned commercial vessels in the region to remain vigilant. US vessels are advised to 'exercise caution and coordinate vessel voyage planning' with the US Fifth Fleet Naval Cooperation and Guidance for Shipping (NCAGS), which has the latest information on dynamic maritime security threats and operational environment in the Middle East region.

IMO gender equality

The International Maritime Organization (IMO) Assembly has adopted a resolution urging further action in coming years to advance gender equality throughout the maritime sector and reach a 'barrier-free' environment. 'Empowering Women in the Maritime Community' was selected as the World Maritime Day theme for 2019. It raised awareness of the importance of gender equality and highlighted the contribution of women all over the world to the maritime sector.

Kidnapped crew free

Nineteen Indian tanker crew members kidnapped in December 2019 off West Africa have now been released, but a 20th has died, according to UK-based shipowner Union Maritime. The Marshall Islands-flagged tanker MT Duke was attacked on 15 December en route from Luanda, Angola, to Lomé, Togo. Six pirates boarded the vessel about 115 nm south-east of Lomé and kidnapped 20 Indian seafarers, leaving just one of their colleagues onboard – thought to be a Nigerian national.



MAKING WAVES

The first of three new Stena sisterships entered service on the Irish Sea last month, representing a significant boost to UK ferry capacity – with one extra deck officer for each watch improving employment opportunities for Nautilus members. But concerns remain about Stena’s choice of flag for the vessels. **ANDREW DRAPER** reports

Stena Line’s new ro-pax Stena Estrid has gone into service on the Holyhead–Dublin route with the question of the vessel’s flag at issue. The vessel was switched to the Cypriot flag at one of its stops en route to the UK from China. The other newbuildings due to follow on the Irish Sea routes will also be registered under the Cyprus flag.

A spokesman for Stena confirmed the flagging arrangement: ‘Stena Estrid is Cyprus-flagged and the next two will be as well. Stena Edda has already been registered in Cyprus.’

The spokesman confirmed reflagging was due to Brexit. ‘We need the flexibility to be able to move our ships to any location,’ he said. ‘And we already have an

office in Limassol.’ He noted that many of Stena’s competitors also use Cyprus as a register.

Advanced operation

Stena’s officers have welcomed the decision to add an extra deck officer to each watch on the new vessels.

Nautilus national ferry organiser Micky Smyth said: ‘The introduction of the Stena Estrid on this busy route ensures that our members as maritime professionals will have job security for many years.

‘The news that the Stena Edda has been handed over to Stena to replace the Stena Lagan also bring job security for our members on the Belfast-Liverpool route.’

Stena Estrid is part of a £500m

investment by Stena RoRo into five new ro-paxes and port infrastructure upgrades. It is the first of three new ferries on the Irish Sea routes operated by sister company Stena Line.

Stena claims the new vessels will be among the most advanced in operation and far larger than current standard ro-paxes. The investment, confirmed by Stena, includes new berths and gangways.

In 2020/2021 Stena will add sister ships Stena Edda and Stena Embla to the fleet, which will increase freight capacity on the Belfast-Liverpool route by 20%. Stena Edda was handed over in Weihai on 15 January and was due to leave in late January on the six-week journey to Belfast.

Stena Estrid has freight capacity of



▲ The Sky Bar on Stena Estrid

3,100 lane metres, meaning a potential 50% increase in freight tonnage, with space for 120 cars, 1,000 passengers and some 70 crew members.

Fourth engineer Colm Mooney is the Nautilus liaison officer on the vessel. He said that the £60m ship, built at China's AVIC Weihai Shipyard, not only represents a significant boost to capacity for the route, but is a major technological advance too. The 53-year-old, who started his maritime career as a motorman before training as an engineer, said: 'I've been on ferries for 32-33 years and this is the most impressive one I've ever seen.'

Estrid is the first of nine E-Flexer ro-paxes ordered by Stena RoRo. The E-Flexers 'will create a new standard for emissions, cost and energy efficiency, as well as performance,' according to the company.

The new ro-pax has seven engineers and a total of 15 officers onboard, with one extra deck officer for each watch, a move supported by Mr Mooney. 'Everything here is geared up for the environment,' he said. 'Our sewage system is state-of-the-art. It puts clean water into the sea but no solids whatever.'

The oily water separator content of the discharge is less than 5 ppm, far less than the 15 ppm limit. All electrical equipment is variable frequency driven. A computer monitors and sets efficiency levels, controls speed and fuel consumption and results in approximately 33% less fuel being used. The vessel can run on Liquefied Natural Gas (LNG) and methanol, as well as low-sulphur diesel.

Passenger areas are equipped with large screen TVs, touch screen self-service for meal and room bookings.

Bulking up

The switch to bigger freight tonnage capacity is not unique to Stena. On crossings of the English Channel, Brittany Ferries and DFDS are also investing in new, bigger capacity, vessels. The belief is that freight volumes will continue to grow, despite the uncertainties of Brexit.

As for the Holyhead to Dublin route, Mr Mooney says capacity is the main change to the offering. Freight hauliers on the route can reach Dover for Continental services the same day.

'We started the route about 10 years ago and it's proved to be really popular because of the timing. You can get out of Dublin at 02:00 hrs, which gets you to Holyhead at 05:30hrs. It's great for the freight hauliers, they love it. They can get to market on time and to London mid-morning.' The service is also popular with summer day trippers, not least football fans heading from Dublin.

As the Telegraph went to press, Stena was yet to appoint a godparent for the Estrid. A Stena spokesman says an offer was made in a letter to the Irish Taoiseach, Leo Varadkar, and his partner Matthew Barrett, but that no reply has yet been received. The invitation for the naming ceremony in March will stand, even if Mr Varadkar fails to be re-elected in the Irish general election on 8 February. **i**

Nautilus general secretary reflects on Stena's choice of flag: **see page 5.**

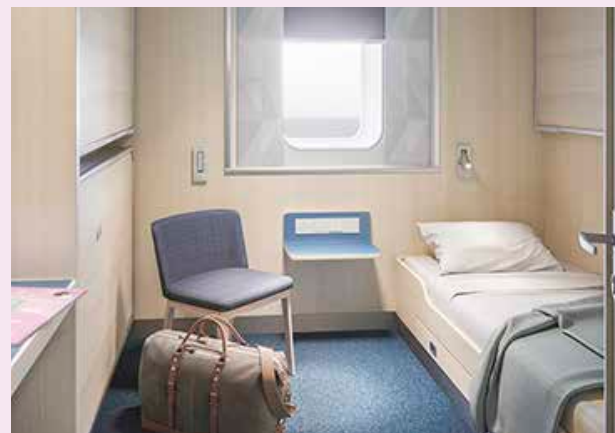
STENA ESTRID PARTICULARS

BUILDER:	AVIC Weihai Shipyard Co (Weihai, China)
TYPE:	ro-pax
FERRY ROUTE/HOME PORTS:	Dublin – Holyhead
OPERATOR:	Stena Line
SPEED:	22 kn / 41 kph / 25 mph
LENGTH (LOA):	215 m / 705 ft
BEAM (WIDTH):	28 m / 92 ft
GROSS TONNAGE:	41,671 gt
LANE METRES:	3,100
PASSENGERS:	1,000
CARS:	120
FREIGHT VEHICLES:	210
CABINS:	175

Source: Stena Line



▲ Stena Estrid's onboard shop



▲ A cabin on the new ferry
All images: Stena

PICKING UP

There rarely seems to be any positive news about the marine environment these days, but one clean-up project we have been following in the Telegraph is really gaining momentum.

Fazilette Khan, the former seafarer behind the GreenSeas Trust, provides an upbeat update on the BinForGreenSeas

With 7.7 billion plastic water bottles used in the UK each year and 700,000 discarded as litter each day, the GreenSeas Trust's bold and unmissable bin with its emotive tagline 'Throw Marine Life a Lifeline' has been gaining traction in the UK with sponsors and seafront councils alike.

The charity has steadily gained new orders for its #BinForGreenSeas since our last Nautilus Telegraph report in July 2019. With 80% of marine litter originating from land and only 9% of plastic currently being recycled globally, this grassroots initiative has hit the right note with beachgoers and promenade walkers. The graphics and text on the 1.5 metre-high bin act as a 24/7 constant reminder to visitors of the terrible damage rubbish is doing to our oceans.

The fibreglass structure of each of these bins is made using 450 recycled PET bottles, so not only is BinForGreenSeas helping to change the mind-set of people and stop plastics getting into to the sea, but it is also diverting a whole lot of plastics from landfill.

The first BinForGreenSeas arrived on Blackpool Promenade in June 2019, and was followed by one in Bognor Regis. 'The BinForGreenSeas really is having an effect at a subconscious level,' said Daniel Cox,

Fazilette Khan with the Bognor Regis BinForGreenSeas
Image: GreenSeas Trust




manager of waste services for Arun District Council. 'Unlike most of our recycling bins along the promenade that end up having all kinds of mixed wastes dumped into them, we found that, when emptied, the BinForGreenSeas only had plastic waste in it – and this is quite a significant improvement as the clean waste is easily recyclable. The promenade and beach around the BinForGreenSeas is much cleaner too. People are taking notice of it.'

The GreenSeas Trust is currently fulfilling an order for three more bins for Swale Council in Kent due to be launched at the end of January. The popular sites of Minster Beach, Leysdown Beach and Sheerness Beach will each have a BinForGreenSeas which seaside visitors won't be able to miss.

Although structurally the same, the graphics for these bins have changed slightly. We found scanning the QR was a bit fiddly, especially when the bin is sited on uneven surfaces, so the QR code has now been relocated to the main ring, which has meant some other subtle changes

The QR code is linked to the GreenSeas website, where information to change habits on single-use plastics can be found. In addition, our blogs cover new trends and innovations that are developing around the world to help reduce our plastic footprint.

Since single-use plastic and cigarette butts made from cellulose acetate fibres (a plastic) are the biggest threats to oceans and marine life, the Trust has not ignored these. GreenSeas Trust recently partnered with the Institute of Engineering and Technology (IET) on its global engineering challenge, which tasked young engineers to develop a robot for clearing the beaches of the estimated 4.5 trillion cigarette butts thrown away each year from entering the sea. The IET innovations Award went to Team Baywatchers for their eye catching gadget 'KRABB-E'.

With another BinForGreenSeas destined for Wyre District Council soon, the charity seems unstoppable in its quest to halt the tide of marine plastics, but while UK coastal councils are very keen on the project and support it wholeheartedly, they are cash strapped, so we are actively seeking corporate sponsorship to match-fund our BinForGreenSeas. 

If you or your company could sponsor a BinForGreenSeas, please contact the GreenSeas Trust directly at: **Info@greenseas.org**.

For more information, see the website **www.greenseas.org** and follow **@GreenseasOrg** on Twitter.

LASHINGS OF DESPAIR

An international agreement that cargo handling should be carried out by trained dock workers rather than seafarers is being flouted in UK ports, writes **Helen Kelly**

Reports from the port of Liverpool in NW England indicate that seafarers are being forced to undertake lashing work on some ships in unsafe conditions despite the introduction of the International Transport Workers' Federation (ITF) agreement known as the 'Dockers Clause' on 1 January 2020.

The clause requires trained dock workers to carry out all cargo-handling services in a port, at a terminal or onboard a vessel where dock workers who are members of an ITF-affiliated union are providing the cargo handling services.

It applies to all ships' crews covered by ITF collective bargaining agreements (CBAs) – an estimated 15,000 CBAs covering almost 400,000 seafarers – and to members of dockers' unions in the ITF claiming or reclaiming lashing worldwide.

Seafarers on several container vessels calling into the Peel Ports-operated port have questioned the legitimacy of being required to undertake this work, Nautilus/ITF inspector Tommy Molloy said.

'We don't expect cabin crew to start lugging bags off the plane and start baggage handling at the end of a long-haul flight,' he pointed out. 'We don't expect wagon drivers delivering component parts to a car plant to start assembling vehicles on the line before driving back to whence they came. So why is it expected of seafarers?'

'Seafarers require adequate rest and enough time for scarce shore leave. They don't want more money for doing someone else's job. They have enough to do in their own jobs. But they are aware of the consequences of refusing.'



▲ **Dock worker lashing a container** Image: Wikimedia/Danny Cornelisson

Peel Ports signed a memorandum of understanding with the ITF in 2014 stating that all new business into the port must use Peel stevedores for lashing work. However, the stipulation did not apply to existing customers, some of which require their seafarers to undertake the work. British liner shipping company Borchard is among several companies that fall into that category. None of these companies sign ITF agreements.

Peel claims it would lose business if it started charging existing customers for stevedoring services, with a knock-on negative effect for jobs – whilst seafarers would still be lashing the containers elsewhere.

Peel said the matter is a 'national issue' that can only be solved by UK port operators collectively agreeing a position that does not unfairly disadvantage any one of them.

'At the end of the day for these companies it's about money,' Mr Molloy said. 'The seafarers concerned are paid just US\$30 per month extra for this work whilst the company saves a fortune in stevedoring costs.' **t**

The ITF Dockers' Clause

'Neither seafarers nor anyone else onboard whether in permanent or temporary employment by the Company shall carry out cargo handling services in a port, at a terminal or onboard of a vessel, where dock workers, who are members of an ITF affiliated union, are providing the cargo handling services. Where there are not sufficient numbers of qualified dock workers available, the ship's crew may carry out the work provided that there is prior agreement of the ITF Dockers Union or ITF Unions concerned; and provided that the individual Seafarers volunteer to carry out such duties; and those Seafarers are qualified and adequately compensated for that work. For the purpose of this clause "cargo handling services" may include but is not limited to: loading, unloading, lashing, unlashings, checking and receiving.'

See www.itfglobal.org for more information.

Apprenticeships: an old word for a new scheme

New standards and funding have been agreed for maritime employers taking on trainees for shore-based posts such as marine surveyor, writes **Iain McKinnon** of the Maritime Skills Alliance

Seafarers who want to retrain when they come ashore now have another option for paying for their training – apprenticeships.

Put aside your mental image that apprentices are school-leavers learning biblical skills like carpentry and bricklaying. Those opportunities are very much still available, but this is an offer of a substantial UK government subsidy for those who are learning new skills mid-career, like retraining to become a surveyor, or a pilot, or a harbourmaster.

As a result of major changes in the way apprenticeships work in England, the Institute for Apprenticeships, a UK government agency, has been approving a new suite of apprenticeship ‘standards’. Amongst the hundreds approved so far are several relevant to seafarers coming ashore: marine pilot, marine technical superintendent, marine surveyor and harbourmaster. Naval architect will be next.

Just as with STCW, these ‘standards’ define the desired end-point, and set out the knowledge, skills and behaviour required to get there. With most of the examples just quoted, this has meant defining a national standard for the first time, which has the major advantage for people taking-up these programmes that they are transferable; they’re training to a nationally-agreed standard, not just the standard set by a single employer.

Associated British Ports has led the way in many respects. As the country’s largest ports group, it was concerned that the traditional route for recruiting to many senior posts – employing former master mariners – was no longer going to be sufficient, because there aren’t enough around. So they looked in competence terms at exactly what those senior jobs require, over and above what someone



Keeta Rowlands was on ABP’s Level 4 four-year apprenticeship as a port marine operations officer, and now works at VTS in the Port of Southampton Image: Maritime Skills Alliance

learns at sea. There will continue to be plenty of debate about whether certain jobs require a master mariner or not, but for many employers and for many individuals, this new style of thinking is opening-up new opportunities.


There are some important points to bear in mind. Most importantly, to qualify for this funding you must be employed.

Secondly, the funding goes to your employer, not (unlike Slater Scholarships) to the individual.

Third, these apprenticeships are only available (for now at least) in England. The Scottish government has a similar programme for higher-level apprenticeships, but has so far restricted it to sectors with higher volumes.

How much is available? The subsidy available to those who employ an apprentice marine surveyor is £24,000; for harbourmasters, £23,000; for marine pilots,

£18,000; and for marine technical superintendents, £12,000. This funding is primarily for the training itself: the government requires apprentices to spend a minimum of 20% of their time learning ‘off the job’. The employer pays your salary and looks after other employment costs in the ordinary way.

There’s no need to use the rather distracting term ‘apprentice’ if you don’t want to. This is essentially a government subsidy for a programme of structured training for people retraining post-experience. It deserves to be better-known and better-used. 

For details on the new standards, see: www.instituteforapprenticeships.org/apprenticeship-standards

There’s more on the MSA website: www.maritimeskills.org/apprenticeships

Iain Mackinnon is secretary to the Maritime Skills Alliance. He can be contacted at: iain@maritimeskills.org



You can join the online CV webinar wherever you are Image: Getty Images

What to see in a sea CV

Ahead of the latest free online CV advice webinar for Nautilus members, **Alistair Morris** of CV & Interview Advisors shares some words of wisdom

If you are thinking of making a maritime career move, then now is the time to check that your CV (also known as a resume) and LinkedIn profile are up to the task.

At the CV & Interview Advisors, we see individuals making five fundamental mistakes with what is now colloquially known in the jobs market as your 'personal marketing collateral' (in other words your CV, LinkedIn profile and interview technique). This can limit your ability to secure interviews and job offers for the roles you are perfectly qualified to perform.

Whilst some skills are transferable in the maritime sector, others require sea time onboard certain vessel types, and this can be restrictive when attempting to make a transition. Consequently, it's not enough to have a CV that just lists what you've done to date; you have to create a document that conveys the benefits an employer would accrue from your appointment.

Based on our appraisals of seafarers' CVs and discussions with maritime

recruiters, here are our tips on the five things you need to avoid:

1. Having a generic CV. These days, it's unlikely that you'll be able to send the same version of your CV to each job application you make. You have to be prepared to tailor your CV for each opportunity. Many seafarers have commented that they don't do this because it takes too much time, but if the CV is written properly the task becomes far more tolerable. Additionally, if you are looking to make any career change or transition – for example from offshore to onshore – your CV has to paint as clear a picture as it can of your suitability for the new role.

2. Not optimising your CV for Applicant Tracking Systems (ATS). These systems are increasingly being used by recruiters and employers to automate the recruitment process by scanning CVs for key content. Simply put, if your CV contains the right content it will move to the next stage; if not, there's a strong chance your CV will be rejected, irrespective of how good you are at your job!

3. Having a CV and LinkedIn profile with no real achievements on them.

Employers want to know what you've actually achieved within your career, not just that you performed a series of tasks or held certain responsibilities. They certainly don't want to see a duplication of your job description. We are often approached by seafarers who state that they don't think they have achieved much and that 'they just do their job', but we have yet to work with an individual who can't provide some compelling information about their work that employers would find extremely useful – it just requires a different thought process.


4. Not preparing properly for interviews. Most individuals believe that they prepare well for interviews but the majority don't prepare themselves at all well and this often leads to being 'floored' by a tricky interview question that is difficult to answer.

5. Not being recommended. If you are positioning yourself as a strong candidate, then there ought to be former managers or colleagues that

can bear testimony to this, especially via LinkedIn.

If you would like to know what the solutions are to some of the five common mistakes CV & Interview advisors see regularly, why not register for the free Nautilus Plus webinar (online seminar) on **Monday 16 March at 19:30 GMT?**

The webinar is specifically designed for Nautilus members and is packed with practical advice for all levels of personnel, whether you are entering the maritime sector for the first time or building your career as a seasoned professional. After the event, a question and answer session will be held to help resolve specific issues raised by seafarers.

Nautilus professional and technical officer David Appleton will also attend the seminar to provide the maritime perspective from his experience in helping members. 

Register now for the free webinar on the Nautilus online events page at: www.nautilusint.org/en/jobwebinar

Teaching your skills for the next generation
Image: Getty Images



VOLUNTEER THIS YEAR!

If your new year's resolutions have already gone by the wayside, there's still time to start doing something great for the maritime community in 2020 by signing up to the Careers at Sea Ambassadors scheme. **RACHEL GURNETT** of the Merchant Navy Training Board explains how your own story is what makes you so valuable as an Ambassador encouraging young people to go to sea

T

hink back on one of your favourite times at sea. Where were you? What were you doing? How did it

make you feel? We asked our Careers at Sea Ambassadors and they did not disappoint – describing a whole range of amazing experiences.

First watches on the bridge, taking deliveries of new build vessels, 'crossing the line' ceremonies (equator crossing), helping to facilitate research in the Antarctic; all examples of experiences shared with those who may have never even considered a career onboard ship before.

We created profiles for our Careers at Sea Ambassadors to provide a little insight into the experiences they've had both at sea and as volunteers. These snapshots give a taster of what a career in the Merchant Navy offers for both careers advisers and those attending events.

Sparking interest leads to further conversations, visits and an exploration of the routes into the industry – all provided through Careers at Sea Ambassadors. Santa Tetera, one of our volunteers, told us more about this: 'Every event is so different and you never know if there will be any interest, but once the event starts and you see people approaching our table, it's great to engage and share experiences from our time onboard. It's a highly rewarding feeling when we get asked "How can I apply?"

'It's a feeling of achievement, and who knows, maybe one day we will meet on the same ship or, considering how broad the maritime industry is, there is every chance our paths will cross again. That would be the highest reward of all, knowing that you were of help to someone in making a great, successful decision for a lifetime.


Whether at a careers fair or speaking to a larger group, the Ambassadors share their own adventures and journeys, shedding light on the

Careers at Sea Ambassadors at the Sea Cadets

In 2019, I was invited to speak at the Sea Cadets volunteer conferences about Careers at Sea Ambassadors, *writes Rachel Gurnett*. It was great to meet so many volunteers who were passionate about offering all the support they could to their young people. With strong connections to the maritime industry, Sea Cadets already have a taste of life at sea. Following this, I was able to highlight the Careers at Sea

Ambassador programme and the resources available for those interested in starting a career in the Merchant Navy.

I confess that before I started my own career in the industry, I underestimated the impact that seafarers had on our daily lives. Whether trade, research, protection or transport, my vision for Careers at Sea is not only to raise awareness of what seafarers do for us, but

also shed more light on the breadth of opportunities available for those who work within it. There are already Careers at Sea Ambassadors volunteering for Sea Cadets who can offer the voice of experience working as a Merchant Navy seafarer, and for those groups without this, it was great to introduce our own volunteers. 

opportunities that could be open to them. Each story is unique and many of them have not finished yet; some are just starting out!

Seafarers past and present are sharing some of their favourite moments at sea. They are great to hear but they're only part of the story. Little snippets of a whole adventure that started when you decided to embark on a career in the Merchant Navy. Where did it all begin and how did their career develop?

With a range of different experiences, Careers at Sea is able to continue inspiring the next generation of seafarers. Could your story do the same? Think back to where you began and what direction your career pathway took you. I am sure, like many others, yours is full of challenges, surprises and proud moments of achievement. If you could give just a little bit of your time to attend an event during the year, you could be part of this inspiring team.

'I have been an Ambassador for careers at sea since I was at college,' notes Santa. 'During this time I have attended a number of school events to promote and invite the next generation to take this incredible opportunity of being at sea, seeing the world, travelling, and meeting great people from many different countries...Being a Careers at Sea Ambassador is a great chance to meet people who think alike and to help inspire future seafarers, the future professionals of our industry.' 

Careers at Sea Ambassadors is an initiative of the UK Merchant Navy Training Board backed by Nautilus. To find out how to volunteer, go to www.careersatsea.org/ambassadors.



Rachel Gurnett presenting to a group of Sea Cadet leaders in 2019



Local schoolchildren Kezia Sheath, Ayra Quayle and Lisa Saunders meet Wightlink's island port operations manager Martin Gulliver at Fishbourne terminal
Image: Wightlink

WIGHTLINK LAUNCHES ISLE OF WIGHT SCHOOLS PARTNERSHIP

Nautilus members working for UK ferry operator Wightlink will have the chance to promote maritime careers to Isle of Wight children under a new partnership arrangement with the primary schools closest to the island's three Wightlink terminals.

Wightlink will work on a series of educational and aspirational projects with teachers and pupils at Wootton and Binstead primary schools and Dover Park in Ryde. Talks have also begun to establish a similar relationship with two other schools.

In particular, Wightlink and the schools will develop initiatives focusing on the environment and encouraging careers in the maritime sector. The company will also offer discounted travel to assist the schools in pursuing educational activities on the mainland.

Already planned are visits from school parties to see the workings of Wightlink's Fishbourne terminal as well as a trip onboard its hybrid energy flagship Victoria of Wight for a talk about the environment and a chance to meet the captain on a bridge visit. Wightlink has also agreed to look at establishing a Schools Forum where youngsters can air their views on travel issues and to involve schools in Wightlink's ongoing 'green agenda'.

Wightlink chief executive Keith Greenfield commented: 'We have worked with local schools over many years on events such as the Royal naming of Victoria of Wight, visits to our artificial rockpools at Fishbourne – the Vertipools – and onboard performances.'

'However, we wanted to develop those links further and in recent months we have been


speaking to schools to explore how we might do that in a meaningful way.

'A number of suggestions have been made and we are now looking to build these into a rewarding and truly beneficial partnership. We have been really pleased with the enthusiasm with which staff and pupils have embraced this idea and we are looking forward to working with them in the future.'

'This will not prevent us working with other schools on ad hoc projects, but we were really keen to forge special and ongoing relations with those schools nearest to our terminals.'

Dover Park Primary head teacher Anita Wilcox added: 'As a school we are always keen to raise aspiration and broaden the horizons of our pupils. This partnership with a travel company that links the island to the mainland will give us more opportunities to do that.'

Jane Wilford, head teacher at Wootton Primary, said: 'Along with Binstead, we have been working with Wightlink for a while now on events like carol singing onboard at Christmas and Victoria of Wight's naming ceremony. The children have really enjoyed these activities and we are all very excited about exploring other educational and extra-curricular opportunities through this new partnership.'

Binstead head teacher Rebecca Chessell said: 'We are very pleased that such an important local company has reached out to us in this way. We are looking forward to exploring a range of activities, particularly those dealing with environmental issues and those that give an early introduction to future career possibilities.' 

PANAMA CANAL

safety knife edge

A tug union in the Nautilus Federation has accused Panama Canal officials of orchestrating a campaign against members for speaking up about serious safety concerns at the expanded Canal. **HELEN KELLY** considers the human impact of long working hours and fatigue and what happens when politics sways safety decisions



Tug masters at the Panama Canal have renewed protests over unsafe working hours and conditions following punitive punishments handed out by the Panama Canal Authority (ACP).

In June last year, 13 union activists were suspended or facing suspension and dismissal from duty without pay for taking part in the long-running dispute over working conditions following the launch of the expanded Panama Canal in April 2016.

Nautilus Federation affiliate Unión de Capitanes y Oficiales de Cubierta (UCOC) believes its members are being targeted by ACP officials for speaking up about serious safety concerns over fatigue at the expanded Canal – which has led to a spate of reported and unreported casualties at the new locks, including the death of one tugboat rating from head injuries during line handling procedures.

A tug at work on the Panama Canal. Image: UCOC

UCOC says the ACP administration under former CEO Jorge Quijano has pursued a campaign to destroy the union, including falsely blaming its members for non-existent delays to traffic through the Canal and orchestrating a media campaign against its members.

That campaign was backed at the highest political levels in Panama, UCOC officials say, with former Panamanian president Juan Carlos Varela in September misinformed by the Canal Board and management about this conspiracy via leaked private WhatsApp messages, known as the Varelaleaks scandal.

The leaked conversation [see transcript page 30] shows former Canal Minister Roberto Roy informing the former president about plans to cut tug crew, lie about delays to Canal transits due to Union activity, and make tug Captains the guilty party, or patsy, without due process.

‘The persecution of the Quijano administration in its remnants against the Union is being demonstrated,’ UCOC officials say. ‘The primary objective – the destruction of UCOC.’

Pushed to the brink

In April 2016, as the fanfare of the official Canal opening parties subsided and the world’s media turned its attention to the next big story, tug captains were already signalling concerns over an unsafe culture at the Canal.

The gist of their concerns was that the widening of the Canal had allowed an increase in the number of vessels making transits, and therefore, vessels needing tugboat assists.

It also allowed larger Neopanamax vessels to transit the Canal.

These vessels required at least two tugboats to assist them through the new locks, unlike the Panamax vessels that needed no

tugboat assistance. Neopanamax vessel transits through the new lock take about two and a half hours and require continuous tugboat control throughout the lock transits.

Although the widened Canal led to an increase in both the number and size of vessels transiting, the number of tugboats and tugboat captains did not increase. As a result, tugboat captains believed they were working more hours, with more required overtime, under more stressful conditions than before June 2016.

ACP does not adhere to International Maritime Organization (IMO) hours of service rules, arguing that the Canal is an internal waterway and therefore not subject to international regulation. It has no written hours of service and rest rules that govern tug captain scheduling. Consequently, there is no upper limit to the number of continuous hours tugboat Captains can work.

According to the International Transport Workers' Federation (ITF), tug captains who have refused to accept an assignment

after working 10 continuous hours because of their fatigue have been threatened with adverse employment action or dismissal.

An independent report commissioned by ITF in 2018, which interviewed 55 of the approximately 150 active tugboat Captains, found that fatigue-inducing schedules were negatively affecting tugboat captain health and performance, and hence the safety of Panama Canal operations.

ACP did not address specific questions put to it by the Nautilus Telegraph about tug captain safety concerns. It provided this statement:

'The Panama Canal cannot comment on labour relations at this time, as they are part of the employment relationship between the Canal and labor organisations. We have steadfast commitment to the wellbeing of our workers and comply with international standards for the safety of our operation and workforce.'

This degradation in safety from tugboat captain fatigue was illustrated in an April 2017 accident in which a tugboat collided with the US Coast Guard cutter Tampa in



UCOC officials and members picket ACP offices
Image: UCOC

the Canal after its Captain had fallen asleep, the report found.

ACP investigated the incident and concluded that there was no other fault on the part of the Panama Canal Authority or any of its employees, in the cause of the accident. It made no change to Canal operations or tugboat captain schedules following this accident.

Then in November 2017, a tugboat crew member assisting in maneuvering vessels through the locks died of head injuries during a line-handling incident in the Aguas Claras locks. Some tugboat captains believed that fatigue and lack of procedures might have played a part in that accident as well, according to ITF.

THE VARELA FILES

In November 2019 a group of citizen activists published online leaked WhatsApp messages from former Panamanian president Juan Carlos Varela's lost mobile phone. The scandal had a huge impact on politicians and notorious members of the ruling and economic powers exposing corruption, with the Attorney General Kenya Porcell forced to quit.

Here is a transcript of Varela's conversation with former Canal Minister Roberto Roy informing the former president about planned events of April 12 2018, and the disputed paralysis of the Canal from union action.

10 April 2018 05:21 Roberto Roy

The captains want a third person on the tugboat that the administration believes is not necessary. The problem is that today they have refused to pass certain ships and we will lose three ships in the day. We will see it in directive.

12 April 2018 12:35 Roberto Roy

Just to inform you that the tugboat captains keep complaining about their third seaman.

We will try to manage it with the support of the directive, but it is a matter directly of course of the administration.

12 April 2018 01:48 Juan Carlos Varela

This is crazy.

13 April 2018 06:30 Roberto Roy

The administrator and the directors have discussed this and the decision was made to dispose of [fire/sack] two captains. The process will begin immediately.

The consensus is that there has to be a strong grasp for these things not to happen anymore.

13 April 2018 06:38 Juan Carlos Varela

I agree.

Turn of the screw

Since these accidents, in two separate actions, ACP has reduced tug crew levels. In April 2018, ACP removed a third seaman from the tugs, leaving two captains, two seafarers, an engineer and an oiler without any consultation with UCOC.

'Tug captains came to work at midnight and a clerk told them that there was a reduction in the crew,' UCOC's officials said. 'However, the traffic controllers, the clerks at the office, the port captains and all the operations hierarchy all the way to the administrator [Quijano] knew about it.'

That move was an aberration by ACP management, which should have followed specific regulation and



13 union activists are suspended for disputing working conditions at the expanded Panama Canal

protocols for vessel manning, UCOC officials said.

In July 2018, ACP also removed the second, or back-up, captain, who was present during transits of the new locks since their inauguration in 2016.

Tugboat captains reported to ITF that the reduction in crew, particularly the removal of the second captain, increased their workload and their subsequent fatigue while working schedules that they had already found fatiguing.

Removing the second captain also eliminated opportunities for them to take breaks during transits through the new locks, when vessel control was continuously necessary. Captains complained that they are unable to use the toilet, eat, or address other personal needs, when necessary, during vessel assists. To avoid the need to go to the toilet they have avoided drinking water and eating while operating the tugs and their hydration has been deficient, further jeopardising their health.

The ITF report found that ACP created a single-point failure in tugboat operations when it removed the second Captain, at a time when the likelihood of errors was already high.

‘In effect, ACP has increased the likelihood of captain errors by maintaining fatigue-inducing schedules, and then it increased the

likelihood that the resultant errors would lead to catastrophic accidents by removing the one element that could reduce the likelihood of captain errors from becoming accidents, the second captain.’

In conclusion, the ITF said that ACP has a safety culture that ‘degrades safety’. It made several recommendations to the government of Panama enabling it to maintain a minimal level of safety in Panama Canal operations, and to reduce the risk to the health of its tugboat operators.

End of the line

UCOC says the persecution of its members continues despite a change in ACP senior management that showed some initial interest in improving Canal safety. A former ACP official who has also worked for General Electric, Ricaurte Vasquez, took over as Canal administrator, replacing Jorge Quijano, in September. Espino de Marotta become deputy administrator in January, when Manuel Benitez retired.

UCOC’s representatives called the supposed U-turn by the new officials over tug safety and crew working hours a ‘sham’.

Members picketed ACP offices in December, but officials said many were scared to join for fears of further reprisals. ‘The personnel policies toward us continue as usual.’

It was a black Christmas for UCOC members, particularly those who were suspended during the holidays. ‘Management remains undeterred, deaf and aloof from reality,’ officials said.

UCOC will continue to push for the suspension of its members from duty to be dropped and for compensation to be made. It has called for tug captains’ schedules to be reviewed to reduce fatigue and for the second captain to be returned to each vessel.

UCOC wants ACP to introduce written hours of service rules that govern tug captain scheduling and an upper limit to the number of continuous hours tugboat captains can work. If it fails to do so, casualties due to tug Captain fatigue will continue, UCOP said. **i**

Timeline to disaster

Panama Canal tug safety

April 2016

Expanded Panama Canal opens.

Vessels now need assistance from two tugs per transit instead of one tug per transit.

Neopanamax vessel transits through the new lock take about two and a half hours and require continuous tugboat control throughout the lock transits.

April 2017

Tugboat Cerro Santiago struck a US Coast Guard cutter, Tampa, while transiting the Canal. Cerro Santiago Captain told Panamanian investigators that he had fallen asleep just before the collision.

Panama Canal Authority (ACP) made no changes to Canal operations or tugboat Captain schedules following incident.

November 2017

Tugboat rating dies from head injuries during line handling procedures. Fatigue thought to be a factor.

April 2018

ACP reduces crew levels and removes third seaman from tugs.

Onboard crew now consists of two captains, two seamen, an engineer and an oiler.

Captains not informed of move ahead of implementation.

July 2018

ACP removes second captain from tugs, eliminating opportunities to take breaks such as use the toilet, eat, or address other personal needs during transits through the new locks.

August 2018

ACP lifts restrictions on liquefied natural gas vessels transiting the canal, enabling more vessels to transit.

June 2019

Thirteen UCOC activists suspended or facing suspension and dismissal from duty without pay for taking part in long-running dispute over working conditions.

September 2019

New ACP Administrator Ricaurte Vasquez announced.



SAFETY IN NUMBERS

An impressive body of data on European maritime casualties and incident investigations has been built up over the last few years by the European Maritime Safety Agency. **SARAH ROBINSON** takes a look at the latest annual overview of this resource to get an idea of the type of information it contains and see whether any trends are starting to emerge from the statistics

Cargo ships are still proving to be the most hazardous maritime workplaces, according to new figures from the European Maritime Safety Agency (EMSA).

Published in late 2019, the latest EMSA annual report compiles accident figures from European ship registers (relating to incidents around the world) and EU member states (relating to incidents in their territorial waters).

The data in the 2019 EMSA report was gathered in 2018 via the European Marine Casualty Information Platform (EMCIP), a centralised database for EU member states to store and analyse information on marine casualties and incidents.

The figures show that in the European cargo sector, there were 36

fatalities and three ships lost in 2018. In fishing – another sector with an unenviable safety record – the number of reported ‘occurrences’ involving fishing vessels increased by 40%, and there were 11 lives lost and 12 vessels lost.

With 3,174 marine casualties overall reported in 2018, the total number of incidents recorded in the EMCIP database has now grown to over 23,000 since data collection started in 2011, says EMSA.

There have been an average of 3,239 marine casualties or incidents per year over the past five years.

The number of ‘very serious casualties’ has been steady over the last five years at around 800 a year, the agency reports. A very serious marine casualty means a marine casualty involving the total loss of the ship or a death or severe damage

▲ An aerial view of a container ship one of the most hazardous maritime workplaces
Image: Getty Images/GBlakeley



▲ 2019 EMSA report

to the environment. However, in relation to the average of the last five years, an increase of 14.5% in 2018 was noted.

During the 2011-2018 period, 426 accidents resulted in a total of 696 lives lost. Crew have been the most impacted category of victims over this period, with 566 fatalities. The number of fatalities recorded in 2018 is 53, which is higher than the annual figure for the previous three years.

In 2018, there were 941 injured persons reported. This number has remained relatively steady in the last four years, at an average of 989 per year.

Almost half of the casualties that occurred onboard a passenger ship involved a ro-ro vessel. There were three ships lost in this sector in 2018, and while the number of fatalities

has generally been on a downward trend since 2011, two more lives were lost in 2018 than in 2017.

The 'other ships' category appeared to be one of the safest. In 2018, 167 vessels were involved in a marine accident, mainly inland waterway passenger vessels, recreational motorboats and sailing boats. Although four ships were lost, only one fatality was reported.

National investigation findings 2011-2018

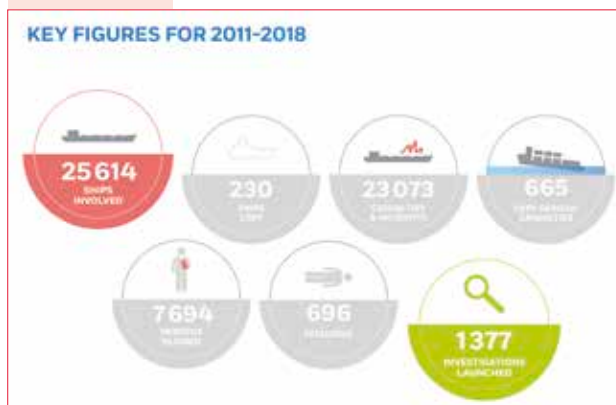
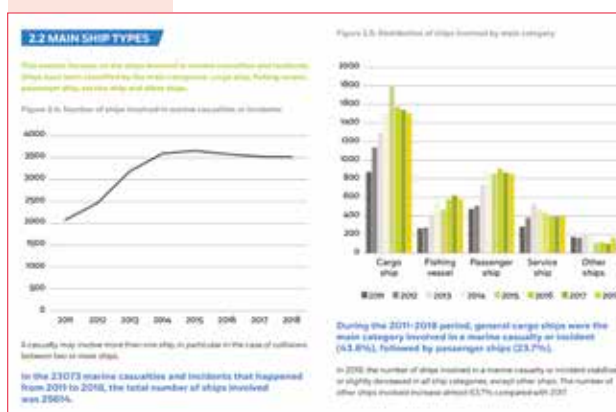
The EMCIP data includes information on the outcomes of incident investigations by national maritime authorities. In the EMSA report, an aggregation of these investigation findings from 2011 to 2018 shows that more than half the incidences of damage to a ship (54.2%) were related to issues of a navigational nature, such as contacts, grounding/stranding and collisions. As regards harm to people onboard, 39.2% of incidents involved slipping, stumbling and falling.

The departure phase appeared to be the safest phase of a voyage and mid-water the most unsafe. It was noted that 78% of the casualties occurred in internal waters and territorial seas.

Human action was found to be the main contributing factor in 65.8% of incidents, with the majority relating to shipboard operations, although a quarter of this 'human action' was by shore management.

EU member state investigation bodies launched 1,377 investigations over the 2011-2018 period and 1,212 reports have their status recorded as 'finished'. Almost 2,000 safety recommendations were issued, of which 48% related to ship-related procedures – in particular to safe working practices. Some 52% of the safety recommendations were addressed to the shipping companies or owners.

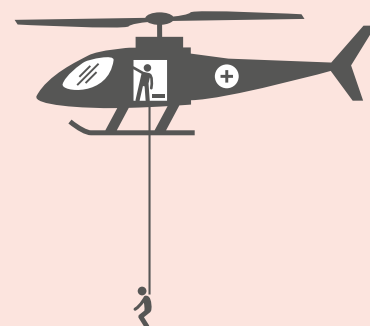
Looking at the 2019 EMSA report as a whole, Nautilus professional and technical officer David Appleton commented: 'Although the casualty trends have been steady over the last



▲ Statistics taken from the 2019 EMSA report
Image: EMSA

few years, in the reference period 2011-2018, the overall trend is upwards in all categories of incident, which is very concerning. It is particularly disappointing that over 40% of recommendations made following investigations have been refused or ignored.' **t**

The EMSA Annual Overview of Marine Casualties and Incidents 2019 is available to download free of charge from www.emsa.europa.eu



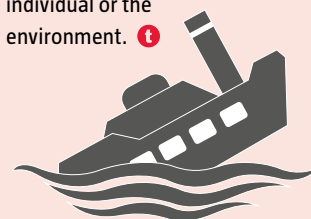
Definitions

A **MARINE CASUALTY** means an event, or a sequence of events, that has resulted in any of the following which has occurred directly in connection with the operations of a ship:

1. the death of, or serious injury to, a person
2. the loss of a person from a ship
3. the loss, presumed loss or abandonment of a ship
4. material damage to a ship
5. the stranding or disabling of a ship, or the involvement of a ship in a collision
6. material damage to marine infrastructure external to a ship that could seriously endanger the safety of the ship, another ship or an individual
7. severe damage to the environment, or the potential for severe damage to the environment, brought about by the damage of a ship or ships

A **MARINE INCIDENT** means an event, or sequence of events, other than a marine casualty, which has occurred directly in connection with the operations of a ship that endangered, or, if not corrected, would endanger the safety of the ship, its occupants or any other person or the environment.

Neither a marine casualty or marine incident include a deliberate act or omission with the intention to cause harm to the safety of a ship, an individual or the environment. **t**



COMMUNICATING WITH CARE

The Mission to Seafarers has become a leader in the field of mental health for maritime professionals, and social media use has loomed large as a threat to wellbeing. **SARAH ROBINSON** hears how the welfare charity is seeking to address the challenges of online communication for seafarers and their families through a popular new education scheme

As we enter the third decade of the 21st century, online communication has become a part of all our lives – yet it's still new enough that we sometimes struggle to make the best use of it.

Who hasn't accidentally sent an email or text message to someone who wasn't meant to receive it? And is it really better to copy in numerous colleagues to an email than to speak to one or two in person?

Seafaring brings its own online communication challenges. For instance, Nautilus has dealt with cases of members in trouble for revealing their vessel's location on social media when this was against company policy. But it is in the personal sphere that the majority of difficulties arise for seafarers and their families, according to the maritime welfare charity Mission to Seafarers (MtS).

Online communications have the potential to ease some of the burdens of maintaining a long-distance relationship and coping with a parent being absent. However, the technology must be used wisely, says MtS.

The charity's project manager Thomas O'Hare gives two examples of what can go wrong. 'One thing we've encountered is when a family member sends a message via an app such as WhatsApp or Facebook Messenger, sees the symbol indicating the message has been picked up onboard ship and then



Following the pilot in the Philippines, WeCare is being rolled out worldwide

▲ Seafarers from Shell taking the WeCare courses in Manila, November 2019

All images: Mission to Seafarers

becomes anxious when the seafarer can't reply straight away,' he explains.

'When a vessel doesn't have onboard wi-fi, we often see another problem: the seafarer logs into their communication apps when in port and is distressed by the numerous requests for help from home that have built up while they were out of range.'

To tackle this issue, MtS has developed a project called WeCare, which aims to work with seafarers and their families to train them in the responsible use of online communications. Funded by the UK P&I Club, the scheme offers two courses free of charge to any company that is a member of the Club, and these can also be delivered by MtS volunteers to seafarers' families and friends under certain circumstances.

The WeCare courses – Social Communications and Financial Wellbeing – were piloted in mid-2019 in the Philippines, where MtS has for several years been developing a family support network for maritime communities. The network has local branches or 'chapters' run by volunteers with the backing of staff at the MtS Flying Angel centre in Manila. There is a strong structure to the network, and each chapter must have a president, an activities coordinator and a training officer.

The chapters organise community festivals for occasions like Christmas and Easter, as well as events that are more explicitly targeted at improving the wellbeing and mental health of seafarers' families. WeCare has been eagerly welcomed by many chapters, and thanks to the training officer post, there is always someone

in place who can deliver the courses.

During the pilot, the courses were also delivered to seafarers on Shell vessels that happened to be berthed in Manila, but WeCare is not specific to the Philippines, said Mr O'Hare. 'We started there because it's the world's biggest supplier of seafarers and such a large number of people are affected by the issues in the courses, but WeCare is intended to work anywhere.'

In recent years, MtS has become a leading advocate for improving the mental health and wellbeing of seafarers, and WeCare is part of that work. 'In our research, we found that relationship problems and financial issues were the main causes of poor mental health in the maritime community,' said Mr O'Hare, 'and social media can exacerbate these difficulties if it's not used wisely.'

The WeCare courses therefore aim to give seafarers and their families a better understanding of the technology they're using, as well as the psychological

'We use a technique called STAR, which stands for Stop, Think, Assess and Respond'

and linguistic tools to work out their differences before a crisis point is reached.

'So we start at the beginning by asking what social media is and how it is used,' Mr O'Hare explained, 'and then we look at how a couple could manage it within their own relationship. Which social media should they use, and what rules should they set up around communication?

Families might want to learn more about how a seafarer's job onboard could prevent them from replying



Members of the family network learning about WeCare in New Washington, Philippines Seafarers

straight away, and they could set up an agreement about how long they should wait for a reply before starting to worry.'

The courses also help people think about what action to take in the

event of a financial emergency at home. Could the family access local support rather than sending urgent messages to a seafarer who may feel distressed at being unable to help from a distance?

'Feedback from the pilot has shown us that the seafarers and their families appreciate training on how to raise difficult subjects,' noted Mr O'Hare, 'and they find our mnemonics useful. We have one technique called STAR, which stands for Stop, Think, Assess and Respond, and that's a really a way of taking a deep breath before firing off a message that may come across as more critical or upsetting than the person intended. And the whole WeCare project is underpinned by the principle of TRUE: Trust, Responsibility, Understanding and Empathy.'

There is a training manual for those delivering the courses, and a workbook for participants. The student

workbook is A5 size so it may fit in a bag or seafarer's locker.

Infographics, exercises and key points are highlighted, and the examples are non-gendered to promote inclusivity. The trainer's manual is A4 size to allow the trainer to make notes and adapt the material to their audience, and there are colour coordinated lesson plans to help the trainer plan and deliver the workshop.

These materials are written in English – a decision that has been reinforced by feedback from the pilot project. Mr O'Hare explained: 'When trainers are delivering the course, they are welcome to use a local language, like Tagalog in the Philippines, but our feedback indicated that participants did not need or wish the course materials to be translated.'

Following the successful pilot, full delivery of WeCare began in October 2019, and there will be an assessment of how the project is working later in 2020. 'We'll have focus groups to see how much people are using what they've learnt and if it helps,' said Mr O'Hare.

Meanwhile, an e-learning version is being developed to help with international delivery, and in the Philippines, WeCare has already become so highly thought of that MtS has had requests for new family network chapters to be set up so more communities can benefit from its teachings. Rather aptly, WeCare now even has its own Twitter account – for responsible communication of course.

To make a request for WeCare to be delivered onboard a vessel, in company offices or to a community group, contact Jan Webber at jan.webber@missiontoseafarers.org. The courses are free to companies who are members of the UK P&I Club, and rates can be negotiated for other companies who are interested.

Follow WeCare on Twitter: [@MtsWeCare](https://twitter.com/MtsWeCare)



Pages from the manuals for WeCare courses

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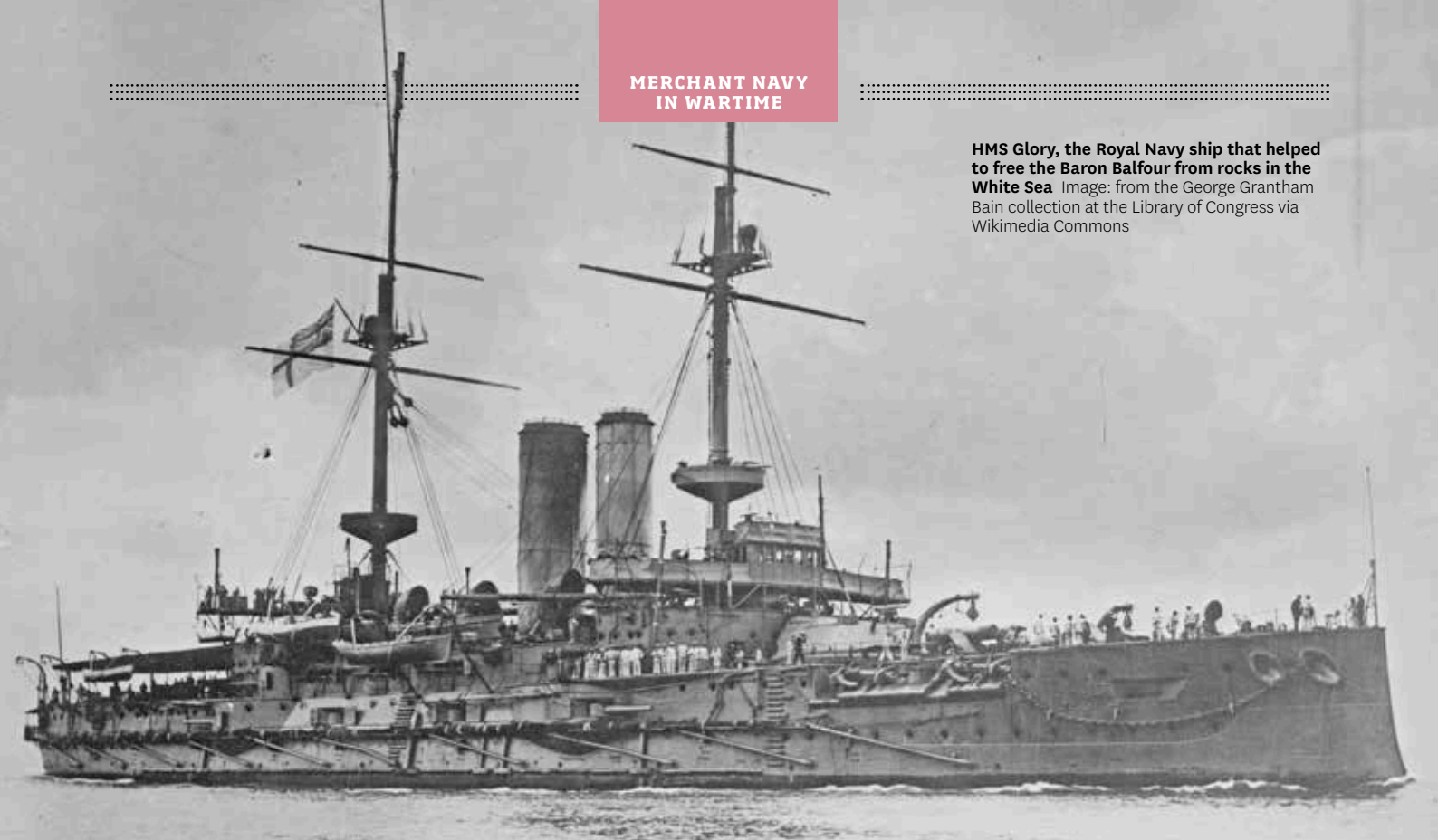
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HMS Glory, the Royal Navy ship that helped to free the Baron Balfour from rocks in the White Sea. Image: from the George Grantham Bain collection at the Library of Congress via Wikimedia Commons



FACING DOWN THE ENEMY

In October 1917, the British cargo steamer Baron Balfour was torpedoed by a German submarine off the Russian coast. **CHARLES SCOTT** was an engineer onboard the vessel and wrote an account of the voyage. His grandson, John Peterson, hopes the article might raise awareness of the risks that merchant seafarers faced then, and continue to face now, and encourage some contributions to the charities that work on their behalf

For three years in the 1914-1918 war I was a sea-going marine engineer, writes *Charles Scott*. The last ship I served on was the Royal Naval Transport Baron Balfour. At this time it berthed in a Liverpool dock, being fitted out with special fixtures in order to carry, with reasonable safety, a large quantity of 4-7 inch high-explosive TNT shells, ordinary shells (various), cylinders of poisonous gas, vehicles, guns and many other instruments of war.

We sailed under sealed orders for 24 hours which, when the seal was broken, indicated that we head for Lerwick in the Shetland Islands. For five days we lay at anchor, somewhat isolated in Lerwick's fairly extensive waters, and then we were instructed to sail for Tromso in northern Norway. We had a short stay of about three days in the waters adjacent to Tromso, and then we were instructed to proceed to Murmansk.

From Liverpool to Murmansk is about 2,100 miles, but so far we had not tied

up to any quay or unloaded any of the deadly cargo, which was supposedly worth about £1m. Our movements always appeared to be very secretive – which, in consideration of the cargo we were carrying, is understandable and probably the main reason we were anchored in an isolated location.

We had been anchored in Murmansk for five days when news came through that we had to proceed to the Russian port of Archangel located off the White Sea on the Dvina river. So far this voyage



At first, the voyage was quite normal, but terrible and most alarming incidents began to happen

generally appeared to have been quite normal and probably not unusual in time of war. But from then on terrible and most alarming incidents began to happen.

We left Murmansk early morning. The atmospheric conditions were bad with drifting fog or mist hanging in the air. It is not easy to judge distances accurately in such weather and suddenly a ship showed up, like a ghost out of the fog, on our starboard side. It was travelling somewhat faster than us but on a collision course and unfortunately too close to do much about it.

In a few seconds we collided, our bow striking and going deep into the other ship on the port side just aft of the hawse pipe. Unfortunately, three men on the forecabin of the damaged ship were killed. No serious damage was suffered by us and after some delay we passed through the control 'gate' and out into the North Sea on an easterly course before turning south into the waters of the White Sea.

We had now travelled about 350 miles from Murmansk and the atmospheric conditions were giving us a lot of concern. With nasty drifting fog our visibility was quickly getting uncertain at a safe distance. Suddenly, a solid vertical cliff of rock showed up ahead. The navigational officer on the bridge called to the helmsman 'full over to starboard' and the engine telegraph rang demanding an immediate stop. The ship, travelling at a fair speed, turned to starboard smartly and the engine telegraph then rang urgently 'full astern'. The weight of the ship



▲ The port of Archangel in 1919, just after the First World War. Image: Naval History and Heritage Command

carried her forward with sufficient power to force her over a low water rocky area and drive her crunching and grinding on to the edge of a low-lying rocky beach.

Unfortunately, the rocks had punctured and torn into the bow and bottom plates. In many places these had ruptured right through to the forward tank top. The screeching and noise of this ship as this disaster took hold and sharp rocks continued to bite, is indescribable. It was fortunate that the sea was reasonably calm, and as visibility gradually improved we eventually had naval help.

Charles Scott then describes how the naval cruiser HMS Glory and other vessels from the North Sea squadron managed to free Baron Balfour from the rocks, with the ship's crew using mattresses and wires to cover up the fractured plates.

For a few days we kept records to check and it was apparent that we would be able to cope easily with the slight leakage with our own pumping equipment. It took a considerable time to effect this temporary repair, but now it was felt that we could complete the rest of the voyage without undue worry. We had only about

200 miles to reach Archangel, where we were sure that the complete cargo would be discharged and we would be on our return voyage home.

Visibility was at times a problem, but we got moving again in clear weather in a very quiet sea. Off the Dvina estuary a pilot came onboard to take us up the river, a distance of only 50 miles. Normally from the estuary we would have reached Archangel in about five hours but,

as things were, it took us about 25 hours before we were alongside and greatly relieved when we tied up at a highly illuminated, but somewhat isolated, dock. Officials came on board immediately as the gangway was placed. Armed guards took station on the ship night and day and around the link-fence boundary passes were used to get in or out of the area.

In due course, British officials and Russian salvage experts came onboard to examine the structural damage to the ship, and what could and should be done to make it safe and seaworthy to make the return voyage home. Firstly, the bow and damaged tank top plates were tackled by welding in steel braces. Loose rock was removed, and many more wedges were driven into suitable apertures. Concrete was poured over the complete damaged area of plates on the tank top with an extra thick application at the bow.

It was generally very cold in these northern areas and the light of day was very short. However, all our cargo had been discharged. The salvage people appeared to have made a safe and sound job. It looked good and strong enough to make the return voyage without

undue concern. We took onboard a fair load of timber which would be both valuable and a useful material at home. Moreover, such material would be a safety factor if anything happened to us in the rough and vigorous North Sea at that time of year.

The pilot was in control again down the Dvina and he left us in the White Sea off the river estuary. We were now on our regular watch duties. The ship, travelling at full speed, should reach Liverpool in 10-11 days from the time we left Archangel.

We had a good run in the White Sea and we were well out in the Arctic Ocean on a course which would take us off North Cape. We would then go on a SW course which would take us to the Shetland Islands and on to one of our home ports.

In those days I sometimes smoked a pipe when off duty. Usually, when I came off watch, I would go to my cabin, pitch up and light my pipe. Then, weather permitting, I would step outside, lean on the rail, look out to sea, ponder, dream I suppose, and ruminate. On this particular morning we had travelled about 500 miles from Archangel and were about 100 miles off the mainland. I had come off watch a few minutes before and was standing leaning on the rail, looking out to sea, thinking about nothing in particular.

Then, quite a way off, I saw something which I thought had jumped out of the water. In a few seconds I knew what I had seen. The tell-tale ribbon or track left by a torpedo travelling at speed was now visible. It was heading, or so I thought, for the very spot where I was standing. The ship's sirens screamed three times in protest, and I could hear the engine telegraph demanding that someone look at the informative face and do something.



▲ Merchant ship sinking after being torpedoed by a German submarine during the First World War Image: Getty Images/Dorling Kindersley

Now! The torpedo struck on the starboard side about 100ft from where I stood. The explosion was fantastic and just about split the ship in two. In very little time the ship started to sink. Just after the strike the engines started to race and vibrate out of control and then stop suddenly. I was relieved to see the engineer Bob Murray, a native of Thurso, who came on duty after me, appear on deck. He had just managed to shut the engines down and get on to the companion ladder before the sea rushed in and engulfed the lot. He thought that the propeller shaft had been fractured or that the propeller had disappeared.

Eventually a minesweeping trawler came and picked us up. All in there were 56 of us, not a soul had been lost. One of the gunners had his back damaged and there were two with leg damage. Of the latter, an able seaman lost a leg at the knee and died later and this engineer [*i.e. Charles Scott himself*] had a splintered, but not broken, tibia.

From the trawler we could see the Baron Balfour well down in the water. It was pregnant with timber (which was ablaze) but which was also, apparently, giving the ship the will to keep above water. Nevertheless, it was thought that the vessel was a danger to other ships, especially in foggy weather, or in the dark, and that it should be sunk before

the light failed. The trawler then hove-to and the gunners fired a few shells into its vitals amidships. In a few seconds Baron Balfour had gone completely.

Fifty-six men in a small trawler plus her own complement is just a bit much but we had to make the best of it. Most of us found some place below. I stayed on deck on the lee side of the funnel casing. It was bitterly cold, and this small boat could toss and twist about as good as one of those bucking broncos at a rodeo. On occasion the trawler just about pitched me into the ocean. I did go below once and learned that we were heading to Kola harbour, which would take 10-12 hours.

Eventually we came alongside a battleship and our wounds were given expert surgical attention. We were well looked after and entertained in the wardroom for two days and then taken to a ship leaving for the British Isles. We sailed promptly, and in a few days we were back in Lerwick, where we were taken ashore and put up in various accommodations.

Charles Scott concludes his account by telling how he travelled home, where he underwent fairly unsuccessful surgery on his injured leg – which continued to cause him difficulties for the rest of his life. On discharge, he recalls, he was given the 'princely sum' of £150. He never went to sea again and instead went to work in the United States. ⓘ



CYBER DEFENCE

The threat of cyber-attacks is still strong in the shipping industry. Just as memories of the 2017 ransomware attack on Maersk had started to fade, another hack took James Fisher's systems offline in late 2019. With seafarers likely to be in the firing line if something goes wrong, it's time we were clued-up on how to protect ourselves, says **Witherby** who have published a new cyber-security guide

The maritime industry has undergone a digital revolution; ships have transformed from being tiny islands, isolated from the internet, to hubs of digitisation and connectivity. Advances in technology mean that ships' systems – from the most basic of programmable logic controllers to complex bridge systems – are now connected to each other and, because of the affordability of internet-providing VSAT spell out in full first-time systems, to the wider world of ports and onshore offices.

These VSAT systems also provide recreational access to the internet for a ship's crew, and the use of personal devices onboard to stream entertainment, use social media and

communicate with friends and family ashore is the new normal for life at sea. In fact, this is now contained within maritime legislation, with the Maritime Labour Convention (MLC) stating that ships must provide crews with 'reasonable' access to the internet and to email.

This digital boom has brought many benefits to seafarers including faster, more intuitive ship's systems, quicker access to updates and new information, as well as a happier, more connected crew. However, it has also brought a dangerous new reality: the threat of cyber-attacks. Johan Machtelinckx, technical director of Witherby Publishing Group and former chief officer with EXMAR, notes that the shipping industry has

▲ Image: Getty Images

become 'low hanging fruit' for hackers, who are becoming increasingly knowledgeable about how the industry operates.

Machtelinckx's statement is supported by the number of prominent cyber attacks on the industry in recent years, including on Maersk in 2017 – a ransomware attack that affected over 45,000 PCs across 4,000 servers and cost the company an estimated \$300 million – and the attack in November 2019 on James Fisher and Sons PLC, in which unauthorised access to the company's computer systems resulted in all systems being temporarily taken offline.

Attacks are becoming more common and are increasing in complexity and sophistication. Andy Powell, Maersk's chief information security officer, explains: 'The change in threat is very big. In the past, it was small groups of criminals launching cyber attacks on companies. Now, we are seeing a much more structured and organised threat.' Criminals are increasingly targeting the control systems onboard ship – known as operational technologies or OTs – to gain access to ships' systems, as

opposed to the traditional IT route. These OTs are often overlooked and unprotected, offering an easier route for hackers to penetrate networks.

The motivation of hackers has changed as well. Making direct demands for money was, until very recently, the most common motivator, but now hacks are also being carried out to gain access to sensitive information with a view to selling this on.

Hacking is a tool of other criminal enterprises, too, with drug traffickers and pirates employing hacking techniques to achieve their goals. Drug traffickers may manipulate systems that control the movement and location of containers within ports to smuggle drugs within legitimate cargo – for example, the 2013 attacks on the Port of Antwerp. And the increase in global security measures means that acts of piracy are moving from physical attacks on ships to more insidious uses of social engineering for financial gain, as with Gold Galleon, a criminal organisation that uses social engineering to launch attacks solely on the shipping industry.

The growing threat has been a wake-up call for the maritime industry, and national and international legislation is being rapidly developed and implemented. In June 2017, the International Maritime Organization's (IMO) Maritime Safety Committee (MSC) adopted Resolution MSC.428(98), which encourages administrations to ensure that cyber risks are appropriately addressed in existing safety management systems (as defined in the International Safety Management Code), no later than the first annual verification of a company's Document of Compliance after 1 January 2021.

Alongside this, some industry groups including InterManager and Intertanko, have published a set of guidelines interpreting this resolution and giving advice to shipowners and operators as to how to implement it. The International Association of Classification Societies



According to a 2018 report by Futureonautics, 47% of seafarers questioned said that they had sailed on a ship that had been the target of a cyber-attack, but only 15% had received any form of cyber-security training

has also just announced the replacement of its 12 cyber security proposals with a set of recommendations designed to aid ships in being 'cyber-resilient'.


However, there is still much more that must be done. The guidelines and resolutions are designed from a top-down perspective and are clearly aimed at onshore ship owners and operators rather than crew, but it is the crew who are on the front line.

According to a 2018 report by Futureonautics, 47% of seafarers questioned said that they had sailed on a ship that had been the target of a cyber-attack, but only 15% had received any form of cyber security training. Furthermore, an astonishing 80% of seafarers believed that cyber security was the responsibility of a single person onboard (41% of this number believing that person to be the ship's master). This mindset needs to change quickly to avoid the potential damage that a cyber-attack can cause to a ship, its crew and the environment.

Cyber security is the responsibility of everyone onboard – and the industry needs to move beyond the belief that cyber security is a complicated, esoteric topic. Cyber security risks must be treated the same way as any other threat to safety and security. Cyber security practices can easily be integrated into daily onboard processes and procedures, and should be the priority of everyone onboard.

This is the approach taken by Witherby within the **Cyber Security Workbook for On Board Ship Use**. Developed in conjunction with

BIMCO and ICS, this workbook takes a practical stance to cyber security, focusing on the most important component to a safe ship: the crew. As well as outlining the importance of training and offering detailed guidance on how to craft specific, tailored training programmes, a holistic and practical approach is taken to all aspects of cyber security onboard. Checklists turn what can be confusing into simple, step-by-step processes and specific manageable tasks, designed to make cyber security checks routine. This guide focuses on both IT and OT systems and breaks down complex issues (network segregation, ECDIS security, etc) into manageable and easy to understand tasks. From password protection to the use of personal devices onboard, every aspect of digital life at sea is taken into consideration.

Cyber security will become more and more important as ships become more technologically advanced, and the maritime industry needs to act fast to stay ahead of increasingly sophisticated cyber threats. It is hoped that the **Cyber Security Workbook for On Board Ship Use** will prove to be a valuable tool for every ship at sea to help them stay protected and to enhance crew awareness and vigilance. 

Cyber Security Workbook for On Board Ship Use
Produced by BIMCO, ICS (International Chamber of Shipping) and Witherby Publishing Group
Witherbys, £175
ISBN: 978 18560 98311



Indictment of an industry that has failed its workers

The Outlaw Ocean

By Ian Urbina

Penguin Random House, £18.99

ISBN: 978 18479 25855

It's not very often a maritime book comes along that makes you sit up and take notice, but investigative journalist Ian Urbina has managed to do just that with his 2019 expose into the criminality and lawlessness of the high seas.

The New York Times staffer has spent much of the past five years tracking down and reporting on the traffickers, smugglers, pirates and mercenaries that rule the waves often hundreds of miles from shore.

Each of the book's 15 chapters covers a distinct story told in Urbina's pacy reportage style. From modern slavery onboard Thailand's fishing fleets to murderous disputes over Southeast Asian fishing rights, Urbina presents in clear, uncluttered language the precarious nature of life offshore and the wreckage of humanity when it all goes wrong.

While the stories themselves make for gripping

reading, it is the wider implications of the chaos offshore that really hits home.

Chapter by chapter, story by story, Urbina reveals how the accepted rules of human interaction, so jealously protected and policed on land, are meaningless once a vessel leaves national boundaries. Under this system the ocean becomes a legal and cultural void where anyone can do anything – because no-one is watching.

That is how thousands of men each year find themselves trapped onboard fishing vessels in the middle of the ocean for months, even years at a time, working as indentured servants, with no protection and no way to get home.

Even where legal structures do exist – such as global anti-whaling regulations or fishing quotas – no-one is willing to police them once the transgression moves outside

of national waters.

While the 400-page hardback is clearly targeted to a general non-maritime audience with its curious lack of seafaring vocabulary – Urbina talks about 'rooms', 'walls', and the 'front' and 'back' of ships – it has plenty to offer the maritime professional, including interviews with well-known industry figures, international seafarer charity Stella Maris and the ITF union federation.

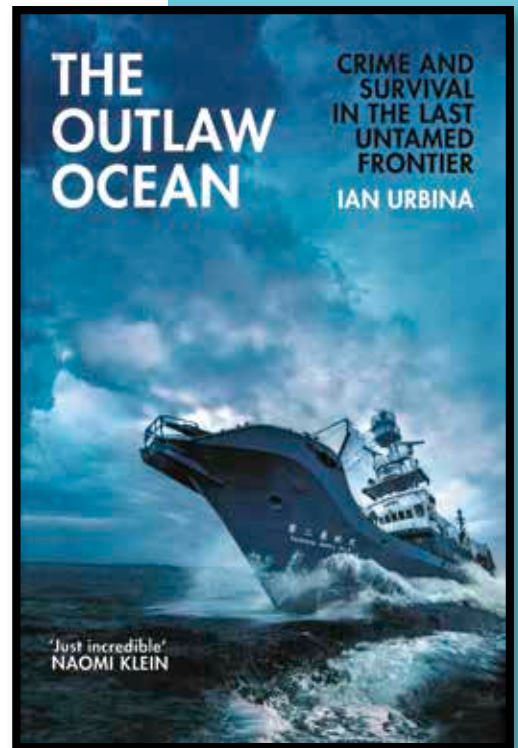
A chapter entitled 'Raiders of the Lost Arks' includes juicy details of popular 'port scams' posted to Urbina's home address from an unknown source. The glossary of terms on how to steal a ship, change its identity, siphon its fuel for resale, and pilfer cargo leads him to another type of 'swindle' – the 'repo' or 'maritime extraction' business.

In the quasi-legal, or at

least not expressly illegal, practice, banks, insurers and shipowners hire repo men to seize ships from indebted charterers. Urbina meets Max Hardberger, the man who 'extracted' the Michalis Zolotas owned bulker Sophia, run by now-defunct management company NewLead. That company and its owners are, of course, a whole other story of greed and corruption entirely.

The Outlaw Ocean manages to reveal the dirty underbelly of the maritime industries in ways that many have worked long and hard to keep hidden. It acts as a mirror, reflecting all the imperfections that we, as part of this industry, will know but perhaps choose to ignore, or has become so normalised we accept as 'just the way it is'.

But murder, corruption and slavery do not need to be part of the modern maritime industries. This book is a wake-up call to all of us to do more to eradicate the horrors within. **T**



Book of the month

This title is available at a special discount in the Nautilus Bookshop


Fresh look at Henry VIII's ship disaster

The Mary Rose, a carrack-type warship of the English Navy of King Henry VIII, has an enduring legacy as one of Britain's most infamous ships. The warship sank in July 1545 with the loss of five hundred lives in the Battle of the Solent against French invaders as Henry VIII looked on.

Why Mary Rose sank, hitting the seabed so hard that its keel came off, has long mystified naval historians and enthusiasts alike. Some blamed poor seamanship, others language barriers among the crew, while the French believed gunfire from their galleys had felled the great ship.

In this latest examination of events, professional archaeologist and historian Dr Peter Marsden builds on prior research into the Mary's Rose's past commissioned in 2000 by The Mary Rose Trust.

That set the framework for a more developed reconstruction of the ship, which was raised by from the seabed in 1982 by Alexander McKee and Margaret Rule and now resides in a wonderfully modern museum in Portsmouth.

In completing his research, Dr Marsden discovered that much of what had been known about the events of that fateful day were based on unreliable sources. **Who Sank The Mary Rose?** sets out to right those wrongs. With detailed reconstructions of its structure set out over 300-plus glossy pages full of pictures of historical artefacts, this re-telling of the story of a much-loved warship will entice Naval experts and lay historians alike. 

Who Sank The Mary Rose?

By Peter Marsden

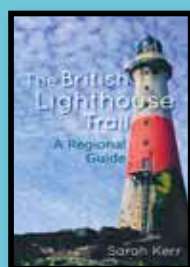
Seaforth Publishing, £30

ISBN: 978 15267 49352


Great guide to our maritime heritage

The product of a remarkable labour of love, this very handy guide for existing and aspiring pharologists provides vital visiting details for no fewer than 612 lighthouses in Scotland, England, Wales, Northern Ireland, the Isle of Man and the Channel Islands.

Author Sarah Kerr spent several years travelling around the country to research what she hopes will help anyone seeking to travel to 'many of our nation's iconic, unique and awe-inspiring maritime aids to navigation' – and her photographs and notes on how to reach what can often be quite challenging sites bear testament to the ambitious scale of her work.



Usefully broken down into 25 regions, the book gives information about the location, physical appearance and height, age, designer, and light characteristics of each lighthouse, together with Admiralty numbers, grid references and advice about access to the site or, where relevant, inside the tower.

The book certainly conveys the incredible variety of lighthouses in British waters – almost half of them in Scotland – and the frequently beautiful locations in which they are sited. From the strangely named Slimeroad Rear and Muckle Flugga to the ancient-looking Little Cumbrae Old and the rocket-like St Catherine's Oratory, the book delivers an infectious appreciation of these often stunning structures. 

The British Lighthouse Trail

By Sarah Kerr

Whittles Publishing, £18.99


ISBN: 978 18499 54402

Well-presented reprint of a classic ship's cookbook

Originally published in 1894, **Cookery for Seamen** is a gem from the UK National Maritime Museum archive that has been reproduced in an attractive little hardback book so that 21st-century cooks can try their hand at Victorian shipboard recipes.

The co-authors clearly knew their stuff, as Alexander Quinlan was a teacher at the Liverpool City Council Seamen's Cookery Classes and N.E. Mann (Miss) was head teacher of the Liverpool Training School of Cookery.

Their recipes to some extent reflect the tastes of the time – sheep's head broth, anyone? – but there are plenty of dishes still served today, and the rich, hearty fare would have been welcome to seafarers working in an outdoor wheelhouse or stoking the furnace with coal all day.

As well as Quinlan and Mann's clearly laid-out and indexed recipes, the reproduction includes some of the advertisements published in the original volume, and readers will no doubt lament that they can no longer buy Coombs' Eureka Aerated Flour or the scrumptious Canadian Royal Yeast Cakes that keep for a year without going sour. 



Cookery for Seamen

By Alexander Quinlan and N.E. Mann

National Maritime Museum, £6.99

ISBN: 978 19063 67626



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SHIPS OF THE PAST

By Andrew Linington

Built at the Alexander Stephen yard on the Clyde, the 8,687grt Glasgow-registered steamship *Golfito* took the title of the largest and fastest British 'banana boat' when delivered to Elders & Fyffes some 70 years ago.

Established in 1901, Elders & Fyffes had lost 14 ships in the Second World War, and *Golfito* and sistership *Camito* were built as part of a programme to restore the fleet size once the banana trade to the UK had resumed in December 1945.

Named after a port in Costa Rica, *Golfito* was originally intended for the company's service between New York and Costa Rica but, because of falling passenger traffic and currency exchange problems, was first switched to the Rotterdam-Jamaica run and in 1952 was transferred to the UK-West Indies route.

Completed in December 1949, *Golfito* was of 447ft 4in (136m) loa, with a maximum draught of 26ft 3in.

Propulsion was by four Parsons steam turbines, developing 10,500shp and double reduction-gearred to two screw shafts, giving a top speed of up to 18 knots. During sea trials, problems with scuffing of the engine gears were discovered and the remedial work was the subject of an award-winning paper presented to the Scottish Institution of Engineers and Shipbuilders.


Golfito offered comfortable accommodation for up to 94 passengers, all in first class, and excellent facilities on holiday voyages to the Caribbean in the days before aircraft

dominated the leisure travel market. There were three passenger decks – promenade, bridge and upper – and because the vessel had higher superstructures than Fyffes' previous passenger ships, it could provide much larger and more spacious public rooms than before. There was a cinema, library and a swimming pool.

The ship had four large refrigerated cargo holds, two forward and two aft, with capacity for up to 140,000 stems (approximately 1,750 tons) of bananas at a temperature of 54°F (12.2°C).

Golfito operated month-long voyages from Southampton or Avonmouth to Barbados, Trinidad, and up to five ports in Jamaica – Kingston, Port Antonio, Montego Bay, Oracabessa and Bowden. The ship would carry general cargo and manufactured goods from the UK, returning with bananas and other fruit.

In 1966 *Golfito* underwent an extensive refit at the Cammell Laird yard, which increased passenger capacity to 111, increased tonnage to 8,740grt, and included the installation of air conditioning throughout.

However, by the 1970s rising fuel costs and falling passenger numbers meant the economics of passenger ship operations had become precarious and the Fyffes Group decided to pull the plug on the services. At the end of 1971 *Golfito* was withdrawn from service and sold to Shipbreaking Industries of Faslane, Scotland, for demolition. Sistership *Camito* was sold to breakers in Kaohsiung, Taiwan, later in 1972. 

Golfito and sistership Camito were built as part of a programme to restore Elders & Fyffes' fleet size once the banana trade to the UK had resumed in December 1945

WERE YOU AWARE that following the successful outcome of a judicial review in respect of two Seatax clients, (brought before the Courts by Nautilus in collaboration with Seatax Ltd as expert advisors on the Seafarers Earnings Deduction), it was deemed that the two Seatax clients did have a legitimate expectation in applying the only published Revenue Practice with regard to the application of a day of absence in relation to a vessel sailing between UK ports. HMRC did not want to accept this practice (although referred to in their very own publications) but have now accepted that expectations of a claim based on such practice would be valid until the published practice is withdrawn.



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

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DOE MEE EN MAAK KANS OP MOOIE PRIJZEN

NAUTILUS/FNV WATERBOUW LEDEN WERVEN NIEUWE LEDEN

Hoe meer leden, hoe sterker we staan als maritieme vakbond. Daarom is Nautilus/FNV Waterbouw 15 januari jongstleden de Nautilus/FNV Waterbouw 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.

ELK LID MAAKT ÉÉN COLLEGA LID

Nautilus voorzitter Marcel van den Broek:

'Samen staan we sterker als Nautilus. Dat hebben we de vorig jaar ook weer nadrukkelijk aangetoond door een aantal prima cao's af te sluiten met en voor onze leden, zoals bijvoorbeeld in de Handelsvaart, de Waterbouw en bij de HAL, P&O Ferries en Thyssenkrupp Veerhaven. En hebben we, ook in hoger beroep, een belangrijke rechtszaak gewonnen voor onze leden bij Van Oord. 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/FNV Waterbouw, 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!

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 die nog geen lid is ook lid zou moeten worden, heeft Nautilus een speciale Zipcard folder ontwikkeld.

Heeft u deze nog niet? Vraag 'm even aan via: infonl@nautilusint.nl 

Foto's van te winnen prijzen: Slipcursus; ▶
Euromast; Immersive; Hoogste sauna;
Uilen; SS Rotterdam
Afbeelding: www.surprisefactory.nl

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

Meer informatie?

Aanmeldformulieren nodig? Mail even naar infonl@nautilusint.org

We zijn de vakbond voor werknemers in de maritieme sector

Lonen en secundaire arbeidsvoorwaarden

Nautilus International is de Britse, Nederlandse en Zwitserse vakbond voor maritieme professionals en onderhandelt namens haar leden met een toenemend aantal werkgevers over salarissen, arbeidsomstandigheden, vakantiedagen, werkuren en pensioenen. Een goede collectieve arbeidsovereenkomst (cao) is een van de hoofddoelstellingen van de vakbond. De vakbond organiseert ook lokale, nationale en internationale bijeenkomsten om de belangen van haar leden zo goed mogelijk te behartigen. U kunt altijd contact met ons opnemen als u vragen heeft over uw loon en andere arbeidsvoorwaarden.

Juridische bijstand

Leden hebben ook toegang tot een compleet aanbod aan juridische bijstand bij zaken die te maken hebben met uw werk of



**Doe mee
en maak kans
op mooie
prijzen!**

inkomen (loon en WW/WIA uitkering) en letselschadezaken. U krijgt bijstand van een advocaat in de onderhandelingen met de advocaat van uw werkgever. Ook staat de advocaat u bij in juridische procedures bij de rechtbank, zoals bijvoorbeeld bij ontslag. Nautilus biedt leden verder een uitgebreid scala aan juridische bijstand via gespecialiseerde advocaten in 58 landen.

Ondersteuning op de werkplek

Nautilus International werkt met leden in de gehele maritieme branche. Onze medewerkers geven specialistisch advies bij werk gerelateerde problemen op het vlak van contracten, ontslagrecht, pesten en of discriminatie, niet-uitbetalen van salarissen en pensioenen.

Bedrijfsveiligheid

Nautilus International speelt een cruciale rol bij nationale en internationale overlegfora over belangrijke kwesties als werkuren, bemanning, condities aan boord, scheepsontwerp, technische normen en kwalificatievereisten.


Heeft u vragen? Bel dan tijdens kantooruren maandag t/m vrijdag 09:00 tot 17:00 naar +31(0)10 4771188 of stuur een email naar: infonl@nautilusint.org.

Ledenvoordeel

Als lid kunt u bovendien gebruik maken op tal van aantrekkelijke aanbiedingen en kortingen!

WORD OOK LID!

Onze leden zijn kapiteins, stuurlieden, werktuigkundigen, stagiaires, scheepsgezellen, bemanningsleden van de koopvaardij, waterbouw, off shore (wind), binnenvaart en jachten, havenmeesters, riviercruiseperoneel, docenten op zeevaartscholen, maritiem advocaten en zelfs ook varende medisch personeel.

Ook lid worden? Ga snel naar www.nautilusint.org/nl/word-lid/ 

LEDEN EN HUN WERK

NAUTILUS STAAT VOOR U KLAAR

De arbeidsovereenkomst

Trouwe lezers van deze rubriek zullen waarschijnlijk al vaker hebben opgemerkt dat bij arbeidsconflicten de arbeidsovereenkomst een belangrijk document is. Immers op de arbeidsovereenkomst is een uitgebreid stelsel van wettelijke regels van toepassing, die veelal de bescherming van de werknemer beogen. Deze bescherming heeft als doel de ongelijkheid tussen de economisch zwakkere partij – de werknemer – en de meestal sterkere partij – de werkgever – te compenseren.

Mondelinge overeenkomst

Veel werkgevers en werknemers denken dat als door partijen geen contract is getekend er formeel geen arbeidsovereenkomst tot stand is gekomen. Niets is minder waar. Een arbeidsovereenkomst kan namelijk ook mondeling overeengekomen worden. Echter indien er niets op papier is gezet, kan er meestal niet goed worden aangetoond wat er precies tussen partijen is afgesproken. Dit kan voor beide partijen ongunstig uitpakken.

Terugvallen op wettelijke regels

De werkgever is niet verplicht om een contract

op te stellen bij het aangaan van een arbeidsovereenkomst. Wel is de werkgever wettelijk verplicht om binnen één maand na indiensttreding een aantal zaken schriftelijk aan de werknemer te overhandigen. Op papier moet in ieder geval staan: naam en adres van de werkgever en de werknemer, de datum van indiensttreding, de duur van het contract, opzegtermijn, aantal te werken uren, functie, salaris, vakantiedagen en eventueel pensioenregeling. Maar voor de werkgever staat er geen sanctie op indien hij dit niet doet. Wel is het zo dat de werknemer in die gevallen kan terugvallen op de wettelijke regels.


Overstappen naar de concurrent

Een bijzonder geval: ons lid Albert Lopes* was ruim 25 jaar werkzaam als schipper op een bunkerschip voor een bedrijf dat handelt in vloeibare brandstoffen en scheepsbenodigdheden. Albert had al die tijd nooit een arbeidsovereenkomst gezien of getekend. Gedurende zijn 25 dienstjaren werd het ontbreken van een contract niet als een gemis ervaren. Totdat Albert door de concurrent gevraagd werd om voor hem te werken. Albert

ging er in salaris aanzienlijk op vooruit dus vertelde hij aan zijn werkgever dat hij een andere baan had. Zijn werkgever was onaangenaam verrast en zei tegen Albert dat hij niet bij de concurrent mocht werken en dus gewoon in dienst moest blijven.

Bellen naar de bond voor advies

Albert belde naar zijn vakbond voor advies. De Nautilus medewerkster vertelde Albert vervolgens dat indien er niks schriftelijk overeengekomen is, hij vrij is om te werken waar hij wil. Vervolgens beweerde zijn huidige werkgever dat hij drie maanden opzegtermijn had. De Nautilus medewerkster gaf vervolgens aan dat hij een wettelijk opzegtermijn had van slechts één maand. De werkgever had achteraf enorme spijt dat hij nooit iets schriftelijk had vastgelegd. Wel heeft Albert bij zijn nieuwe werkgever inmiddels een arbeidsovereenkomst gezien en getekend.

Heeft u zelf vragen over uw arbeidsovereenkomst? Neem dan contact met ons op, via tel: 010 – 477 11 88, of: infonl@nautilusint.org 

*Gefingeerde naam

Pensioenopbouw BPF Koopvaardij in 2020 ongewijzigd!

In een vorig nummer van de Telegraph deden wij u verslag van een verdere rentedaling en de gevolgen die dit heeft voor pensioenfondsen en haar deelnemers. Zij worden geconfronteerd met dalende dekkinggraden en hogere kosten van pensioenopbouw. Door de lagere rente wordt de opbouw van het pensioen duurder.

Tekort

Ook het Bedrijfspensioenfonds (BPF) Koopvaardij had hier mee te maken. Jaarlijks stelt het pensioenfonds de kostendekkende premie vast voor het komende jaar en informeert sociale partners hierover. Door de dalende rente was de huidige premie niet meer kostendekkend. Het fonds voert de regeling uit zoals die tussen de Nautilus en de werkgeversverenigingen -Vereniging van Werkgevers in de Handelsvaart en Sociaal Maritiem Werkgeversverbond- is afgesproken. Sociale partners gaan over de inhoud van de regeling en de hoogte van de premie. Het is dus aan sociale partners om keuzes te maken als de premie niet meer kostendekkend is. Er bleek sprake van een tekort van ongeveer 7,8 miljoen euro voor 2020.

Premie kostendekkend

Met de werkgevers is inmiddels een premie overeengekomen van 25,9% van de premiegrondslag. De premiegrondslag is in de koopvaardij het pensioengevend loon, minus de franchise van 14.167 Euro.

Voor 2019 bedroeg de premie eenmalig 25,3%. In 2019 werd 0,6% voor één jaar gefinancierd vanuit het premieoverschot over 2018. De andere helft van dit premieoverschot over 2018 (1,25 miljoen Euro) werd gestort in een bestemmingsdepot. Het lag voor de hand om als sociale partners af te spreken dat vanuit de middelen van dit depot een deel van de premie over 2020 gefinancierd zou worden. De middelen vanuit dit bestemmingsdepot waren echter onvoldoende om de premie voor 2020 kostendekkend te laten zijn. Er bleef dan nog een gat van ca 6,6 miljoen bestaan. Om de premie kostendekkend te laten zijn moest of de premie in 2020 stijgen naar 29,3% van de premiegrondslag, of de pensioenregeling versoerd worden. Eerder spraken onze leden zich in november uit voor een tijdelijke premieverhoging om de pensioenopbouw in stand te houden voor 2020.

Uitspraak Nautilus ledenvergadering

Nautilus en werkgevers zijn in onderling overleg, in plaats van een tijdelijke premieverhoging of een versoering van de regeling, tot een andere oplossing gekomen voor 2020 om het premie tekort op te vangen.

Afgesproken is om een deel van de reserves voor het invaliditeitspensioen, de zogenaamde WIA hiaatregeling, aan te wenden voor de financiering van de pensioenopbouw voor 2020. De reserves voor deze regeling zijn zodanig ruim dat dit geen gevolgen heeft voor financiering van deze regeling. De pensioenopbouw voor het jaar 2020 kan dan ongewijzigd blijven, dus gelijk aan die van 2019. Het betreft het opbouwpercentage ouderdomspensioen, de pensioenleeftijd en het verhoudingspercentage tussen nabestaandenpensioen op opbouwbasis (33%) en op risicobasis (37%). De pensioenpremie zal in 2020 het overeengekomen reglementaire percentage van 25,9% bedragen. Met deze invulling wordt recht gedaan aan de uitspraak van de Nautilus ledenvergadering in november 2019 om in te zetten op het in stand houden van de regeling om hiermee te voorkomen dat de lasten van de rentedaling eenzijdig bij werknemers terecht komen. 

Leden Offshore Catering stemmen in met cao resultaat

Na vier onderhandelingsronden is met werkgevers in de Offshore Catering overeenstemming bereikt over de cao die op 1 januari 2020 afliep. Op hoofdlijnen is het volgende afgesproken:

Looptijd:

De nieuwe cao heeft een looptijd van twee jaar en loopt van 1 januari 2020 t/m 31 december 2021.

Loonsverhoging:

Afgesproken is om de lonen per 1 januari 2020, 1 juli 2020, 1 januari 2021 en per 1 juli 2021 met 1,35% te verhogen. Dit is in totaal: 5,4%.

Pensioen:

De maximale bijdrage van de werkgever was bepaald op 1,5%. Dit wordt een minimumpremie van 1,5%. Tevens was het tot op heden niet verplicht voor de werknemers om deel te nemen in een pensioenregeling. Afgesproken is dat alle werknemers verplicht gaan deelnemen aan de pensioenregeling bij het bedrijf waar de werknemers in dienst zijn.

Duurzame inzetbaarheid:

Duurzame inzetbaarheid en mobiliteit op de arbeidsmarkt zijn belangrijke onderwerpen in de sector, mede tegen de achtergrond van afnemende olie- en gasproductie en de gevolgen die dit heeft voor de werkgelegenheid in de Offshore Catering.

Met de werkgevers is afgesproken werkgroepen in te stellen die de punten duurzame inzetbaarheid en mobiliteit verder gaan uitwerken en gedurende de cao periode zullen implementeren.

Vakbondscontributie:

De vakbondscontributie zal fiscaal vriendelijk behandeld worden. Hiervoor kan het overzicht dat jaarlijks van Nautilus ontvangen wordt, gestuurd worden naar de werkgever. Op deze manier krijgt de werknemer ongeveer een derde van de vakbondscontributie terug.

Leden stemmen in

De leden Offshore Catering hebben inmiddels voor het bereikte cao resultaat gestemd.

Cao partijen zullen de Minister van Sociale Zaken vragen om de cao algemeen verbindend te verklaren op het Nederlands continentaal plat om hiermee concurrentie op loon- en arbeidsvoorwaarden tegen te gaan. 



Nautilus en Vereniging van Werkgevers in de Handelsvaart (VWH) sluiten tweejarig cao akkoord

Zeevarenden kunnen eerder met pensioen

Nautilus International en de Vereniging van Werkgevers in de Handelsvaart (VWH) hebben definitief overeenstemming bereikt over een nieuwe, tweejarige cao, met een looptijd van 1 januari 2020 tot en met 31 december 2021. Per 1 januari 2020 worden de gages en afgeleide emolumenten, zoals bijvoorbeeld de tankerverhoging, met 3% verhoogd. Per 1 januari 2021 nog eens met 3%.

Belangrijke afspraak is ook, voortvloeiend uit het in juni 2019 afgesloten nationale pensioenakkoord, dat de werkgevers, als vanaf 2021 de fiscale mogelijkheden daartoe wettelijk worden gerealiseerd, de zeevarenden op hun verzoek faciliteren bij het eerder met pensioen gaan. Werkgevers zullen voor een periode van maximaal 3 jaar voor het bereiken van de AOW-leeftijd de zeevarende een financiële overbrugging verstrekken door de bijdrage die de zeevarenden uit eigen middelen doen te verdubbelen, met een maximum van grofweg het AOW bedrag per jaar. De eigen middelen bestaan naast het vervroegen van pensioen onder meer uit het volgende: opgespaarde verlofdagen, spaargeld of andere beleggingen of opgespaard levenslooptegoed.

Zeevarenden doen zwaar werk

Nautilus vice-voorzitter Sascha Meijer: 'Na een aantal magere jaren hebben we naar onze mening een goed resultaat afgesloten. Onze leden zijn behalve met de loonsverhoging ook blij met het eerder kunnen stoppen met werken. Zeevarenden doen zwaar werk. Het werk is fysiek en mentaal pittig. En het zijn lange werkdagen, veel nachtdiensten, en zij zijn langdurig ver van huis. Dat houd je niet tot je 67e vol. Het is mooi dat eerder stoppen nu haalbaar wordt. Hiermee is de cao voor de koopvaardij eveneens een van de eerste cao's in Nederland die invulling

geven aan de 'zwaar werk' afspraak uit het landelijke pensioenakkoord.'

Werkgelegenheidsgarantie

De leden van de VWH hebben ook deze cao weer toegezegd dat gedurende de looptijd van de cao geen gedwongen ontslagen zullen plaatsvinden. En zij blijven hun uiterste best doen om genoeg stageplekken te bieden voor toekomstige zeevarenden.


Communicatiemiddelen

Afgesproken is dat het communicatieartikel in het reglement zal worden gemoderniseerd. De rederij stelt aan de zeevarende kosteloos emailfaciliteiten en daar waar mogelijk zoveel mogelijk internetfaciliteiten ter beschikking, zodanig dat de zeevarende in ieder geval in staat is te communiceren met het thuisfront door middel van e-mail of andere soortgelijke media die weinig bandbreedte vergen. Uiteraard alles conform de vigerende huisregels van de rederij.

Ook nieuwe Spliethoff cao

Met rederij Spliethoff maakte Nautilus materieel dezelfde afspraken. Ook de zeevarenden van Spliethoff hebben een nieuwe tweejarige cao met 6% loonsverhoging en dezelfde mogelijkheid om eerder te stoppen met werken.

Inmiddels hebben de Nautilus leden bij zowel de VWH als Spliethoff met zeer grote meerderheid ingestemd met hun cao resultaat.

Nautilus benadrukt de belangrijke rol van kaderleden bij het tot stand komen van beide cao's. Zij hebben massaal leden geworven en input gegeven aan de onderhandelaars. Sascha Meijer: 'Zij zijn de ogen en oren van de bond op de werkvloer. Samen staan we sterk.' 

Zeevarenden kunnen eerder met pensioen

Studenten zeevaartschool Amsterdam enthousiast over studievereniging Nautis

'Als A.S.V. Nautis kunnen we terugkijken op een geslaagd 2e jaar van ons bestaan. Wat ik persoonlijk één van de hoogtepunten voor onze studievereniging en ook voor mezelf vond, was dat we op 23 mei 2019 met een speciale Navingo bus met ruim 30 van onze leden naar het Navingo Career Event in de onderzeebootloods in Rotterdam werden vervoerd. Dat begon nadat we als bestuur contact hadden gezocht met de organisatie. Ze stelden toen spontaan voor een gratis bus voor ons te regelen. Vervolgens mocht ik zelf ook nog eens plaatsnemen in de talkshow 'Zeeman zonder zeebenen', waarin de toekomst van het autonoom varen aan bod kwam. Dat was gaaf. En ook dat ze daarna meteen sponsor van onze vereniging werden.'

Sponsors en partners belangrijk

Aan het woord is Steven Duinker, voorzitter van de studievereniging voor studenten Maritiem Officier aan de Hogeschool van Amsterdam. Samen met medebestuurlid en secretaris Lars Broerse blikt hij voor de Telegraph graag terug op het afgelopen verenigingsjaar. Nautilus is één van de zes Nautis partners en sponsors. Andere sponsors zijn: de HAL, De Bock Maritiem, Brunel, Hogeschool van Amsterdam en Navingo.



'Sponsors en partners zijn van direct belang voor de vereniging, omdat zij naast een mogelijke financiële bijdrage een belangrijke schakel kunnen vormen tussen de vereniging en het werkveld. Om studenten wegwijs te maken in de bedrijfs wereld, is het van belang dat wij als vereniging middels sponsors en partners het contact leggen tussen de leden en de betreffende bedrijven', zo staat het in de Nautis missie. Lars Broerse: 'Als Nautis stellen wij ons als doel om een vereniging te creëren die een goede brug vormt voor leden tussen studie en het latere werkgebied. En om een vereniging te vormen waar studenten profijt van hebben. Hiertoe wordt de mogelijkheid geboden

door het organiseren van sociale activiteiten met verschillende jaargangen van de opleiding Maritiem Officier.'

Leden zijn enthousiast

'Of dat een beetje lukt allemaal? Nou, ik dacht het wel', stelt Lars. We hebben nu zo'n beetje 60 a 70 studenten die lid zijn. En de door ons georganiseerde activiteiten worden over het algemeen goed bezocht. Onze leden zijn ook behoorlijk enthousiast.'

Nieuw bestuur

Steven: 'Samen met Lars en nog vijf andere studenten hebben we in maart 2018 het initiatief genomen voor de oprichting van A.S.V. Nautis. Elk jaar kiezen we een nieuw bestuur. Wij zijn het tweede bestuur. In maart kiezen we weer een nieuw bestuur. Zo staat het ook in onze statuten. We zijn er best wel trots op dat er nu een mooie continuïteit in de vereniging zit.' Lars: 'Er hebben zich al weer een paar goede nieuwe bestuursleden aangemeld. Het woord is nu aan onze leden. Zij kiezen het nieuwe bestuur, zoals het hoort in een democratische vereniging. Of de sponsors nog tevreden zijn ook? Volgens mij wel. 📌

Nautilus/FNV Waterbouw wint ook in hoger beroep wachtgeldzaak tegen Van Oord 'Honderden werknemers en enkele miljoenen euro's'

Na een langlopend traject heeft het Gerechtshof Den Haag op dinsdag 10 december uitspraak gedaan over de correcte toepassing van de cao Waterbouw en de buitenlandregeling. Daarbij ging het met name om de toepassing van de Wachtgeldregeling door Van Oord. Eerder had de rechtbank Rotterdam al geoordeeld dat Van Oord onder meer de Wachtgeldregeling onjuist had toegepast. Van Oord ging in hoger beroep. Nu heeft ook het Hof Nautilus/FNV Waterbouw op nagenoeg alle punten in het gelijk gesteld.

Het betreft honderden werknemers en een grove berekening wijst uit dat het om enkele miljoenen euro's gaat.

Bijna alle grieven van Van Oord tegen de uitspraak van de rechtbank Rotterdam zijn verworpen; uitsluitend de grief ten aanzien van

de privacy-aspecten is toegewezen. Het Hof heeft de uitspraak van de rechtbank op alle overige punten bekrachtigd.

Dit betekent onder meer dat door Van Oord eenzijdig afgeschreven opgebouwde verlofdagen (buitenlandverlof, vierploegenverlof en cursusverlof) bijvoorbeeld in verband met planningsperikelen of in het kader van leegloopsituaties moeten worden teruggeboekt. Van Oord had meteen de Wachtgeldregeling in de cao moeten laten ingaan en had de verlofdagen van werknemers dus niet mogen inzetten.

Arrest Hof laat geen ruimte voor discussie

Nautilus/FNV Waterbouw heeft zich jarenlang verzet tegen deze praktijk van Van Oord. Het zonder instemming van werknemers

afschrijven van opgebouwde verlofdagen om planningsproblemen of leegloopsituaties op te vangen is niet toegestaan. Het bedrijfsrisico werd door Van Oord ten onrechte neergelegd bij de werknemers.

Het Hof is helder: zij bevestigt onomwonden dat de afschrijving van verlofdagen om een werkgeversrisico op te vangen inderdaad niet is toegestaan. Van Oord zal de Wachtgeldregeling correct moeten toepassen en de situatie over het verleden moeten corrigeren.

Het Hof bekrachtigt daarmee de uitspraak van de rechtbank waarin de rechter overwoog dat het voor risico van de werkgever komt als de werkgever geen werk kan aanbieden. De Wachtgeldregeling in de cao is dan bedoeld om inkomensterugval op te vangen op kosten

Dienstverlening

Nautilus International en FNV Waterbouw

van de werkgever. Het eerst afschrijven van verlofdagen op kosten van de werknemers is daarmee in strijd. Daarbij is van belang dat verlof bedoeld is om werknemers uit te laten rusten na een lange periode van arbeid en niet om het niet kunnen aanbieden van werk door een werkgever op te vangen.

Het liefst was Nautilus/FNV Waterbouw zonder tussenkomst van een rechter eruit gekomen.

Jarenlang heeft Nautilus/FNV Waterbouw overleg gevoerd over dit dossier met Van Oord en van Oord er op gewezen dat zij de Wachtgeldregeling onjuist toepast. Van Oord volhardde echter in deze onjuiste toepassing van de cao. Ook pogingen om gezamenlijk een minnelijke regeling te treffen zijn niet geslaagd, zodat Nautilus/FNV Waterbouw uiteindelijk geen andere mogelijkheid restte dan in het belang van haar leden een uitspraak door de rechter te laten doen.

Een groot succes dankzij de inzet van onze leden!

Nautilus/FNV Waterbouw bestuurder Charley Ramdas is verheugd over de uitspraak. 'Om dit voor elkaar te krijgen had Nautilus/FNV Waterbouw de beschikking over twee topadvocaten. Maar zonder informatie, doorzettingsvermogen en geduld van onze betrokken leden was dit nooit gelukt. Een groot compliment voor de inzet van onze leden dus! Bovendien is hiermee het afwentelen van het bedrijfsrisico van Van Oord op haar werknemers afgestraft.

Van Oord heeft 90 dagen de tijd om het vonnis te bestuderen (tot 10 maart a.s.) en eventueel in cassatie te gaan. Wij wachten dat nu af. Inmiddels hebben we de Van Oord directie per aangetekende brief verzocht om een reactie, zoals door hen toegezegd, op de door ons aangeboden petitie, op 2 december jongstleden, inzake het Buitenlandcontract. En zijn we druk bezig met het voorbereiden van vlootbezoeken om met onze leden aan boord van gedachten te wisselen over de nu ontstane situatie. Daarbij zullen we ook de reorganisatie die de pipe operators en stuurliu treft verder onder de loep nemen.'

(Voor het ter perse gaan van dit nummer was er nog steeds geen reactie binnen van Van Oord.) 

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

Dit keer gaat het over: Onderwijs

Goed nautisch beroepsonderwijs van groot belang

Nautilus International/FNV Waterbouw hecht groot belang aan het werken langs de beroepslijnen van haar leden. Met andere woorden, wij bemoeien ons met alle facetten van hun beroepsmatige leven om hen de best mogelijke service te kunnen bieden. Onderwijs is één van die facetten. In het kader hiervan besteden wij veel tijd en aandacht aan overleg met het bedrijfsleven, de onderwijsinstellingen, de inspectie en ministerie van Infrastructuur en Waterstaat en overige overheidsdiensten.

De inhoud van het MBO onderwijs wordt bepaald in de Stichting Samenwerking Beroepsonderwijs Bedrijfsleven (SBB). Hier wordt bepaald wat de juiste inhoud is van de kwalificatiedossiers en de keuzedelen. Ook worden stage-bedrijven hier geregistreerd, beoordeeld en goedgekeurd. Vakbonden worden in SBB onder 'bedrijfsleven' geschaard. Uiteraard neemt Nautilus/FNV Waterbouw hier haar verantwoordelijkheid in. Via onze vakcentrale FNV zitten wij in het bestuur van SBB. Samen met de nautische werkgevers hebben wij een zetel in de sectorkamer mobiliteit, waar maritiem een deel van uitmaakt. En zelf zitten we in het 'marktsegment maritiem'. De Nautilus/FNV Waterbouw bestuurder daar behartigt de belangen van (toekomstige) werknemers bij een goed op de arbeidsmarkt aansluitende inhoud van het beroepsonderwijs. Maar hij kijkt bijvoorbeeld ook naar de werkbaarheid van het leerprogramma voor studenten opdat de opleiding van toekomstige maritieme professionals optimaal goed aansluit op de arbeidsmarkt.

Nautilus/FNV Waterbouw bestuurders zitten ook in zogenaamde bedrijfstakcommissies en beroepenveld commissies van zeevaartscholen. Daar bespreken zij met vertegenwoordigers uit het scholenveld en bedrijfsleven periodiek de stand

van de sector en of het onderwijs daar nog goed op aansluit. Er zijn aparte commissies voor de sectoren zeevaart, binnenvaart en de waterbouw.

Zeebenen in de klas

Om ervoor te zorgen dat onder jongeren de interesse voor een carrière op zee voldoende aanwezig blijft heeft Nautilus tezamen met andere stakeholders het project Zeebenen in de klas opgezet. Onder dit succesvolle project worden al vele jaren scholieren uit groep 7 en 8 van de basisschool actief in contact gebracht met de sector koopvaardij. Dit gebeurt middels het geven van gastlessen door een grote groep enthousiaste (ex) zeevarenden die wij ambassadeurs noemen. De contacten tussen de ambassadeurs en de basisscholen worden gefaciliteerd door een coördinatrice. Mocht ook u interesse hebben om ambassadeur van Zeebenen in de klas te worden neemt u dan eens contact op met uw bond.

Opleidings- en Ontwikkelingsfondsen

Bestuurders van uw bond zitten ook in het bestuur van de zogenaamde Opleidings- en Ontwikkelingsfondsen (O & O) in de zeescheepvaart, de binnenvaart en de waterbouw. Dit zijn fondsen waaruit sectorale scholingsactiviteiten kunnen worden bekostigd en ook werkzaamheden op het gebied van instroom in de sectoren.

Internationaal

Of het nu gaat om de binnenvaart, koopvaardij, waterbouw of de offshore, hetgeen al deze maritieme sectoren bindt is het internationale, grensoverschrijdende karakter. Dit heeft ook directe gevolgen voor het maritieme beroepsonderwijs dat moet voldoen aan een hele reeks van internationale beroepsvereisten opgesteld door onder andere de Internationale Maritieme Organisatie (IMO) en de Centrale Commissie voor de Rijnvaart (CCR). Nautilus/FNV Waterbouwbestuurders uit Nederland, het Verenigd Koninkrijk en Zwitserland volgen de internationale ontwikkelingen op onderwijsgebied in onder andere IMO en CCR op de voet en nemen direct deel aan de discussies om ook daar de belangen van haar leden te kunnen behartigen. 

Nautilus
maakt deel
uit van
'marktsegment
maritiem'

ARBEIDSVORWAARDEN

Nieuwe cao's bij Vroon Offshore Services en John T. Essberger

Mede dankzij de inzet van haar kaderleden kon Nautilus onlangs twee nieuwe cao akkoorden afsluiten.

Vroon Offshore Services: drie jaar voor AOW-leeftijd stoppen

Bert Klein: Hier werd eind vorig jaar na twee onderhandelingsronden een principeakkoord bereikt voor een nieuwe cao met een duur van 18 maanden. In deze periode wordt het loon driemaal verhoogd, te weten: op 1 januari 2020 met 1,5%, op 1 april 2020 met 1,5% en op 1 april 2021 met 1,5%. Daarnaast zijn er afspraken gemaakt met betrekking tot duurzame inzetbaarheid, waarmee het onder meer mogelijk is om drie jaar voor AOW-leeftijd te stoppen. Ook is afgesproken om het vaar-/verlofschema buiten de Noordzee aan te passen van 4 weken op – 4 weken af naar 6 weken op en 6 weken af. Verder is voor de leden van Nautilus geregeld dat zij de vakbondscontributie 1 maal per jaar fiscaal kunnen laten verrekenen bij hun werkgever.'

De leden hebben begin januari in meerderheid voor het cao principeakkoord gestemd.

John T. Essberger: recht op prijscompensatie

In de begin maanden van 2019 bracht de werkgever een eindbod uit voor een 1-jarige cao 2019. Dit eindbod kende geen loonsverhoging en werd door de werknemers afgewezen. Door het afwijzen




hebben de leden gebruik gemaakt van de kracht van een artikel in de cao, namelijk het artikel dat het recht op de prijscompensatie

regelt. Bert Klein: 'Daar er geen nieuw cao-akkoord kwam, liep de oude cao namelijk door en moest de werkgever de prijscompensatie alsnog toekennen.'

Kaderleden doen actief mee met cao onderhandelingen

Reglement aanpassen

Bert Klein: 'In september zijn we weer nieuwe gesprekken gestart. In eerste instantie om de lucht te klaren na het mislukken van eerdere gesprekken, maar in de maanden hierna steeds meer richting een voorstel van de werkgever over een cao voor 2020. Omdat de werknemers zich bewust zijn van het belang van een cao werd er voor gekozen om niet een geheel cao-traject te starten, maar om het reglement op enkele onderdelen aan te passen. Zo zullen onder meer enkele toeslagen in het loon worden verwerkt, te weten de bijdrage van de werkgever in de ziektekostenverzekering en de vaste vergoeding voor reiskosten. Daarnaast zal de prijscompensatie à 1,73% voor het jaar 2020 worden toegekend. 



**Rollenspel
slaat
aan**

**Nieuwsvoorziening
aan boord:**

**Verder met
de Schuttevaer
krant en NRC.
Next digitaal**

Net zoals in 2018 heeft Nautilus in 2019 onder zeevarende leden een enquête uitgezet inzake de door het O&O fonds Zeescheepvaart geboden nieuwsvoorziening (NRC De Week en Schuttevaer).

Nagenoeg alle respondenten blijken de nieuwsvoorziening aan boord nog steeds (heel) belangrijk te vinden.

**Behoeft aan digitaal aangeboden nieuws
neemt toe**


De gedrukte media, vooral Schuttevaer, worden nog altijd goed gewaardeerd, zeker zolang niet iedereen over voldoende en goed werkende internet voorzieningen aan boord beschikt. Hier zijn nog de nodige klachten over.

Wel spreekt menig zeevarende de wens uit dat Schuttevaer ook meer 'zeevaart-nieuws' zou mogen opnemen.

Voorts treedt er inmiddels, vergeleken met eerder gehouden enquêtes, een lichte verschuiving op naar de behoefte om 'meer digitaal aangeboden nieuws' te ontvangen.

NRC.Next digitaal

Tegen deze achtergrond en ook met het oog op financiële houdbaarheid van de nieuwsvoorziening op de langere duur heeft het O&O fonds bestuur inmiddels besloten de Schuttevaer krant als nieuwsvoorziening te continueren en is de NRC De Week medio januari vervangen door een digitale versie van NRC.Next. Deze digitale editie is van maandag t/m vrijdag vanaf 05.00 uur beschikbaar en op zaterdag vanaf 06.00 uur.

De toegang tot deze digitale editie van NRC. Next aan boord van het schip verloopt via een portal. Per schip is er een account aangemaakt. Alle informatie hierover, inclusief de inloggegevens, is inmiddels verstrekt aan de reders. 

Nautilus geeft sollicitatietraining aan zeevaartschool stagiairs Amsterdam

Hoe schrijf je als Marof stagiair een goede sollicitatiemail? Hoe bereid je je voor en presenteer je je tijdens een sollicitatiegesprek? Hoe ziet een goed CV eruit? Hoe profileer je je op LinkedIn en andere sociale media?

Rollenspel sollicitatiegesprek

Deze en andere vragen werden 16 december 2019 uitgebreid behandeld tijdens een sollicitatietraining die Nautilus gaf aan een tiental 2ejaars HBO Marof studenten van de Hogere Zeevaartschool Amsterdam. Nautilus communicatie adviseur Hans Walthie ging uitgebreid op alle vragen en opmerkingen in. Tevens werd er via een 'rollenspel sollicitatiegesprek' intensief geoefend. Na afloop gaven alle studenten aan het 'een leerzame en praktische training' te hebben gevonden.



Deze speciale training was georganiseerd in samenwerking met de Amsterdamse Studievereniging A.S.V. Nautis, eveneens (immaterieel) gesponsord door Nautilus.

Telegraph en SWZ Maritime

Tevens werd kort uitgelegd waar een maritieme vakbond voor gaat en staat. Tegen een sterk gereduceerde contributieprijs van 3,75 euro per maand kunnen de studenten lid worden van Nautilus. Zo kunnen zij gebruik maken van de 24/7 wereldwijde Nautilus dienstverlening. En ontvangen zij maandelijks de vakbladen Telegraph en SWZ Maritime.

Ook lid worden als stagiair?
www.nautilusint.org/nl/word-lid/ 

Nautilus Jaarvergadering en symposium 2020 Save the date

Op dinsdagmiddag 23 juni 2020, van 13.00 tot 14.30 uur, vindt de jaarvergadering van de Nederlandse Branch van Nautilus International plaats in Rotterdam.

Hierna wordt een openbaar toegankelijk symposium georganiseerd, van 15.00 tot 17.00 uur.

Nadere informatie over deze middag, inclusief de locatie, volgt nog, maar houdt u deze datum vast vrij in de agenda!

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, Peter Lok en Henk Eijkenaar

Categorie WTK's:

Wilco van Hoboken (herverkiezbaar)

Categorie Scheepsgezellen:

Marinus van Otterloo

Categorie Binnenvaart:

Jan de Rover

Jan van der Zee (herverkiezbaar)

Overige categorieën:

Geert Feikema

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:
mschmidt@nautilusint.org

Tijdens het ter perse gaan van dit nummer, was nog niet officieel bekend, of alle aftredende Raad van Adviesleden zich herverkiezbaar stellen.

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: mschmidt@nautilusint.org 



Are you an ex seafarer?

Do you need help with welfare benefits or grants you may be entitled to?

Have you got housing or debt concerns?

The Nautilus Welfare Fund Caseworker service is here to help you. The charity supports retired mariners and their dependants, including former Royal Fleet Auxiliary (RFA) personnel and Merchant Navy Veterans.

This **FREE** and **CONFIDENTIAL** service is available in the following locations.

GLASGOW Iain Lindsay
07927 569216

HULL John Norris
07841 779234

MERSEYSIDE Laura Molineux
07921 687719

PORTSMOUTH Sandra Silverwood
07841 779237

or email welfare@nautilusint.org or phone **0151 346 8840**

Website www.nautiluswelfarefund.org



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Please contact the Talent Team if you wish to receive the full job description for this role. Candidates interested in this vacancy should apply via our careers page at <http://careers.peelports.com/> before the closing date of Tuesday 4th February 2020.



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Telegraph prize crossword

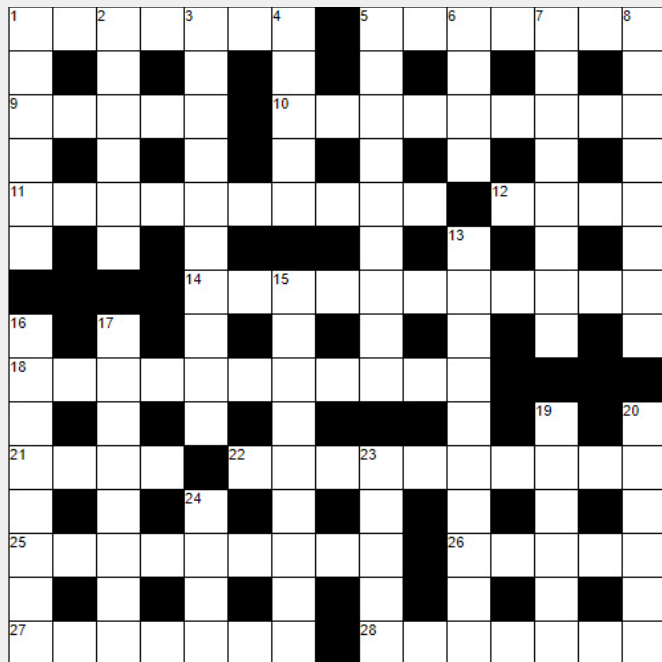
By Mordo

Enter our monthly cryptic crossword competition and you could win one of the latest releases in maritime publishing. This month, the prize is a copy of the book **The Outlaw Ocean** by Ian Urbina (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 Friday 14 February 2020



QUICK CLUES

Across

- 1 Mexican salamander (7)
- 5 Monkey found on Gibraltar (7)
- 9 Tiny amount; find source (5)
- 10 High seat in a stadium or hall (9)
- 11 Stingy (10)
- 12 Main actor (4)
- 14 Exclamation indicating surprise, often used humorously (2, 3, 6)
- 18 Recognize (11)
- 21 Competent (4)
- 22 The right to talk without censorship (4, 6)
- 25 Etching (9)
- 26 Hitch-hike (5)
- 27 Multi-limbed marine mollusc (7)
- 28 Egg-laying mammal (7)

- 11 Clearly longing to be heard, 1d, 4, 8, 12, 17 and 24 did a lot of this (10)
- 12 Rise behind hollow cores (4)
- 14 Ended soccer careers as gradually reducing force (11)
- 18 Doubt antenna is working, having misplaced book with no comment (11)
- 21 Aircraft make blasts of water (4)
- 22 Awarded nothing by jerk employer initially, declare intention to quit (4, 6)
- 25 Charming woman holding recipe for potato in breadcrumbs (9)
- 26 Fellow gets hit with burst of light (5)
- 27 Corrupt treason of US politician (7)
- 28 Thin pickings in the end given to loan provider (7)

Down

- 1 The _____ Dodger, character in Oliver Twist (6)
- 2 Citrus fruit (6)
- 3 Where transatlantic cables are found (5, 5)
- 4 Of the moon (5)
- 5 Showing bad judgment (9)
- 6 Caribbean island (4)
- 7 Interrogate (8)
- 8 Mythical golden city (2, 6)
- 13 Extreme excitement; Nick Hornby novel (5, 5)
- 15 Bad reactions (9)
- 16 Hot chili pepper (8)
- 17 Window in roof (8)
- 19 Give money back (6)
- 20 Irrational fear (6)
- 23 Bird of prey (5)
- 24 Soggy (4)

Down

- 1 After hours spent in hot tub, flipped new switch (6)
- 2 Conquistador almost getting by with one part of the brain (6)
- 3 Adults went out with one looking forward to bar? (3, 7)
- 4 Caught songbird in Kent? (5)
- 5 Detectives in fake cover go to court to get clean (9)
- 6 To make drink, firstly boil water, add green tea secondly (4)
- 7 Old star treading carelessly (3, 5)
- 8 Musical shown in the morning in upscale hotel (8)
- 13 Killed business with fine on payment for refreshment (4, 6)
- 15 Composed article covering essential kitten care product (3, 6)
- 16 Inflicts experiments upon patients (8)
- 17 What about noisy warning of barbed barrier? (8)
- 19 Tease a Liberal Democrat in lewd manner (6)
- 20 A gentle wind or breeze with nymph and satyr grabbing bottom bits (6)
- 23 Odds, or otherwise? (5)
- 24 Hurry up necessary to leaders of chase (4)

CRYPTIC CLUES

Across

- 1 Rural British university finds cause of crying in babies (7)
- 5 This woman could be bad hero (7)
- 9 Put off launch (5)
- 10 First man visited by young man without a place in the world (9)

Back in time



50 years ago

Marine underwriters should treat officer manning of the ships they insure as seriously as they treat seaworthiness, a paper presented to the Honourable Company of Master Mariners has argued. Any serious attempt to reduce world ship losses needs to look to global standards of navigation, argued Lowestoft College lecturer Doug Foy. In assessing risks and setting premiums, underwriters insist on information about the state of the ship, the nature of the voyage, the flag and the owner's record, but demand no details of the qualifications of the master and officers even though faulty operation or navigation is the main cause of marine casualties, he argued — MN Journal, February 1970

25 years ago

NUMAST is leading an intensified campaign by European maritime unions to establish the long-awaited Euro ship register. General secretary Brian Orrell, who has been elected president of the maritime transport section of the Brussels Committee, representing seafaring unions from all over Europe, has welcomed a pledge from France that it will put a high priority on the creation of the register during its presidency of the EU. The unions last month met the European Commission's director of maritime transport to call for the urgent introduction of 'positive measures' to encourage flagging-in to European registers and to ensure the supply of EU seafarers — The Telegraph, February 1995

10 years ago

Nautilus International is urging the Panamanian registry to conduct a full and public investigation into the causes of an accident in which two members died shortly before Christmas. Captain John Milloy and electrotechnical officer Alan Atkinson were both lost when the livestock carrier Danny F II sank in stormy conditions off Lebanon. A total of 45 seafarers and some 43,000 cattle were dead or missing after the 34-year-old ship capsized near the end of a voyage from Uruguay to the Syrian port of Tartous. Industry databases showed that the Egyptian-owned vessel had a long history of safety problems uncovered during port state control inspections over the past five years — The Telegraph, February 2010

THE FACE OF NAUTILUS

Tommy Molloy, Nautilus/ITF inspector for Liverpool, NW England and Wales

Tommy Molloy is often seen on the pages of this magazine with seafarers he has helped through his work with the International Transport Workers' Federation (ITF). His job is to visit ships berthed at ports in his region to check that the crews are being given the right pay and conditions, and he is part of a band of ITF inspectors around the world who are drawn from maritime unions in their own country – in this case Nautilus.

Tommy knows all about working in tough jobs and being denied employment rights, and how trade unions can help. 'I've done loads of things,' he muses. 'I became a seafarer after being inspired by two uncles who had seen the world with Blue Funnel, but I ended up blacklisted [i.e. placed on a secret list of so-called troublemakers who are not offered work, often because of their union activity]. Next I was a hod-carrier and got blacklisted in the building industry, and I had a year of unemployment before moving 200 miles to become a brick-maker.

'Later in my career, I became a trade union industrial studies tutor working out of Surrey University, and in 1995 I joined ITF and worked with the Actions Unit in the Maritime Department. I moved to Nautilus in 2001 and spent four years as an industrial official before successfully applying to become the first ITF inspector appointed in Liverpool in 2005. I have been seconded to ITF since then.'

When we interview colleagues for The Face of Nautilus at the Telegraph, we often ask them for their career highlights, and Tommy has an interesting take on this. 'For me to have highlights in my ITF inspector role, seafarers have had to endure some real lowlights,' he explains, 'so perhaps "highlights" is the wrong word




**TOMMY MOLLOY
HAS BEEN AN
ITF INSPECTOR
SECONDED FROM
NAUTILUS FOR 15 YEARS**

to use in this context. But it is always pleasing to recover unpaid wages or the correct contractual pay for seafarers, force owners to repatriate crew when it's overdue, ensure there are adequate and quality provisions and so on. You can see the difference you make in the faces of the crew. Often their first reaction is to get on the phone to family to reassure them all is well, and that's a very rewarding part of the job.'

Another standard question is to ask colleagues to describe a typical day at work, and again Tommy's response is characteristically thoughtful. 'There can be a typical start to a day. I will see what ships are in port, and using all the tools available to me via various databases and so on, I will determine which would be most appropriate to inspect.

'Once onboard it's never typical. I will meet with as many crew as possible and spend time building a rapport and putting them at ease. I will check all employment related documents to ensure

compliance. I will also check the availability of PPE [personal protective equipment], accommodation standards, food stores, leisure facilities. The results can lead to me contacting various authorities and ITF affiliated unions. I have often been on a vessel through the night calculating a claim to present it to an owner/operator, which can then lead to protracted negotiations.

'Sometimes claims are settled quickly, the cash arrives, and the crew paid or proof of payment into bank accounts is provided. But I've also known ships to remain in port for many months before settlement. The longest I've known remained in port for almost five years. It can take much more effort to find and then claim US\$500 for one crew member than US\$150,000 for a crew. But the best result is when all is in compliance and the crew are relatively well looked after and happy.' 

'It is always pleasing to recover unpaid wages – you can see the difference you make in the faces of the crew'



TOMMY MOLLOY IS AN EVERTON SEASON TICKET HOLDER – 'ALTHOUGH I OFTEN WONDER WHY!'



HIS FAVOURITE FILM IS IT'S A WONDERFUL LIFE: 'IT'S A ROMANTICISED BUT ACCURATE DEPICTION OF THE CONTRAST BETWEEN THE EFFECTS OF RAMPANT CAPITALISM AND A SOCIETY BASED ON COMMUNITY VALUES AND SOCIAL CONSCIENCE.'



TOMMY ALSO LOVES 'PAINTING, MUSIC AND TORMENTING THE GRANDKIDS'

Member meetings and seminars

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

Equality and Diversity Forum www.nautilusint.org/en/diversityforum 21 April 2020, venue TBC

The forum was launched at the Union's General Meeting in Rotterdam in October 2019, and will now act as the umbrella group for the original Nautilus Women's Forum and Young Maritime Professionals Forum. It will meet twice a year.

Members who have Facebook accounts can now also join the new online Nautilus Women's Group. This Facebook group is for female members of the Union only. Members of the group will be invited to share stories on relevant issues, discuss the growing impetus to encourage more women into maritime industry, network

and support each other. The new group is in addition to the Young Maritime Professionals Facebook group which is also for members only.

In the future, the Union may also set up women members' and young maritime professionals' WhatsApp groups. Members can express their interest in joining these chat groups by emailing Debbie Cavaldoro at dcavaldoro@nautilusint.org.

Nautilus also 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.

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

Nautilus International
1&2 The Shrubberies, George Lane
South Woodford, London E18 1BD
Tel: +44 (0)20 8989 6677
Fax: +44 (0)20 8530 1015
enquiries@nautilusint.org

UK northern office

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Wallasey CH45 7PH
Tel: +44 (0)151 639 8454
Fax: +44 (0)151 346 8801
enquiries@nautilusint.org

Netherlands office

• **Postal address**
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266, 3067 KW Rotterdam
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yachts@nautilusint.org
www.sovrencrew.com

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

The first UK college visit this year will be led by Nautilus organiser Martyn Gray at Fleetwood Nautical Campus, Blackpool and the Fylde College, Broadwater Fleetwood FY7 8JZ, on Wednesday 26 February 2020.

There will also be a visit to South Shields Marine School on 27 March 2020 where Martyn will present to the engineering trainees. To book an appointment in advance with Martyn email: cadets@nautilusint.org.

Job advice CV writing webinar

Join us for the first of the 2020 Nautilus Plus free job webinars on Monday 16 March 2020 at 19:30 GMT.

The webinar will be delivered by our friends from the CV & Interview Advisors – and will include some special Nautilus Plus discounts on their services.

In this lively and interactive one hour session, you'll learn:

- how to assess your current CV
- things that you should NEVER do on your CV

- how to transform your CV into a powerful business case that differentiates you from other seafarers
- how to beat the automated applicant tracking systems

For more information about the job webinar visit www.nautilusint.org/en/jobwebinar.

Members can find more Nautilus Plus deals by logging on to My Nautilus.

Pensions

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

Dates for the MNOPF member forums in 2020 are yet to be agreed, but please do register your interest.

Register in advance online via 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. AXOLOTL; 5. MACAQUE; 9. TRACE; 10. NOSEBLEED; 11. UNGENEROUS; 12. STAR; 14. LO AND BEHOLD; 18. ACKNOWLEDGE; 21. ABLE; 22. FREE SPEECH; 25. ENGRAVING; 26. THUMB; 27. OCTOPUS; 28. ECHIDNA.

Down: 1. ARTFUL; 2. ORANGE; 3. OCEAN FLOOR; 4. LUNAR; 5. MISGUIDED; 6. CUBA; 7. QUESTION; 8. EL DORADO; 13. FEVER PITCH; 15. ALLERGIES; 16. JALAPENO; 17. SKYLIGHT; 19. REFUND; 20. PHOBIA; 23. EAGLE; 24. DAMP.

CRYPTIC CROSSWORD

Congratulations to cryptic crossword competition winner **Derek Forward**, who was first out of the hat from the correct entries to last month's competition. Here are the answers to the January 2020 cryptic crossword:

Across: 1. TOUCH TYPE; 6. BLESS; 9. HAIRDRYER; 10. GOLD; 12. BULLSEYE; 13. RESETS; 14. BRUNEI; 16. TANKARDS; 17. OVERHEAR; 20. IMPAIR; 22. ARCHIE; 23. COCKTAIL; 25. EATS; 26. EVANGELIC; 27. MYRRH; 28. FREESTYLE.

Down: 2. OPAQUER; 3. CAROL; 4. THREE WISE MEN; 5. PRESENT; 7. LOOK SHARP; 8. SEDATED; 11. FRANKINCENSE; 15. NORTH STAR; 18. VARIETY; 19. RECOVER; 21. INITIAL; 24. TWEET.

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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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MyCashbackCards helps you to get discounts and cashback, saving money with a variety of retailers.

It's easy to start using MyCashbackCards. Order and load reloadable cards for your favourite retailers on the site, activate them when they arrive and go shopping. Every time you load a card you will earn instant cashback between 3% and 8%. Based on an average family's spend on everyday items, this can mean savings of over £600 every year**. You can even access their Shop Online offers and receive cashback from over 2,000 retailers from the comfort of your home. Do what you already do but do it for less*.

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All of this is available to you and your family for all your cars because you are a member of Nautilus*.



Kick start your dream maritime career in 2020

Exclusive to Nautilus members, the CV and Interview Advisors are hosting a specialised maritime CV writing and interview skills webinar on Monday 16 March at 19.30 GMT. To secure your place, register via:

www.nautilusint.org/en/jobwebinar

To access all of these fantastic offers and many more log on to Nautilus Plus via **www.nautilusint.org/en/my-nautilus**

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