

CAREERS

Ten pages of inspiration and advice to kick-start your career in 2020

HEALTH AND SAFETY

Meet the MCA approved Doctors and find out how they judge you fit for work

NL NEWS

Stronger together: Nautilus NL launches Union recruitment drive

HISTORY

Catch up with the women's history project at the UK National Maritime Museum

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telegraph



DIRTY FUEL DEADLINE

Nautilus members face uncertain new fuel risks from global low-sulphur regulations, raising the worrying spectre of seafarer criminalisation

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have now accepted that expectations of a claim based on such practice would be valid until the published practice is withdrawn.



Following on from this, HMRC have now confirmed that this Practice is withdrawn as of the 14 February 2014.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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Editor's letter

By the time most members read this, it will be January 2020 and the International

Maritime Organization's (IMO) low-sulphur fuel regulations will be in effect – mandating the use of maximum 0.5% sulphur in marine fuels worldwide.

While that is undoubtedly a step in the right direction in terms of reducing emissions from shipping, a widespread fear of blame for non-compliance is held by many serving seafarers who don't feel prepared for the 'cap'.

This month, we look at why shipowners and operators are responsible for adhering to that regulation and what they should be doing to protect seafarers from hefty fines and jail sentences due to non-compliance.

We also consider the next big environmental challenge – decarbonisation – and ask whether new and emerging technologies can help reduce shipping's CO2 footprint while supporting onshore jobs for talented seafarers.

In the UK, yet another election (the third in three years) has heralded a new government. Nautilus general secretary Mark Dickinson sets out the key steps the government now needs to take to ensure a strong and prosperous maritime sector.

And for those of you who have committed to a 'new you' in the New Year, we have a raft of information on career choices and development opportunities, including access to cash from the Nautilus Slater Fund to support your STCW studies.

Helen Kelly

Nautilus International
Head of Communications

CONTENTS

Volume 53 | Number 1 | January 2020

telegraph



22

COMMENT

05 General secretary Mark Dickinson greets the new decade with a fresh commitment to members

NAUTILUS AT WORK

- 09** New UK government must give more support to maritime sector
- 10** UK subscription rates for 2020 and tender appeal for legal services
- 11** Nautilus member found not guilty of negligence in collision case
- 12** Accolade for member's RFA work supporting female seafarers
- 13** Justice for members at Van Oord

CAREERS

- 22** Boost your career in 2020 with a study bursary from the Slater Fund
- 24** New ship-to-shore advice course
- 25** What does a deepsea pilot do? Nautilus member reveals all
- 38** RFA commodore engineer helps others to follow in his footsteps

ENVIRONMENT

- 30 COVER STORY:** Why the necessary change to low-sulphur fuel could have unwanted side-effects
- 32** How new tech – and a new mindset – can cut maritime CO2 emissions



25



30

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INDUSTRY

- 14 INDUSTRY:** Training portal cashback offer for Union members
- 15 SUPERYACHTS:** Meet Nautilus partner A-Z Yachting
- 18 INTERNATIONAL:** French tug unions protest at officer cuts; Take part in STCW survey; Swiss-Italian operator 'a top polluter'

WELFARE

- 21** Meet the new leader of welfare funding body Seafarers UK

HEALTH AND SAFETY

- 16** Union calls for crackdown on converted livestock carriers
- 34** How the MCA Maritime Health Seminar helps doctors decide if you're fit enough to work at sea
- 42** The young engineer who had to put his fire training into practice

HISTORY

- 40** Catching up with the women's maritime history project at the National Maritime Museum

REGULARS

- 6** Letters
- 43** Ships of the past
- 44** Maritime book reviews
- 56** Crossword by Mordo
- 57** The face of Nautilus
- 58** At the back

Cover image: International Cargo Boat Pollution, Buenos Aires. Image: iStock/Getty Images Plus/Diegocardini



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

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



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Mark Dickinson MSc (Econ)

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

IN THIS MONTH'S DUTCH PAGES p46

- Stronger together: Nautilus NL branch starts new Union recruitment drive
- A night voyage on the MS Titan
- New student accommodation makes a splash at Nova College Maritiem IJmuiden
- Explanation of the new Labour Act, which enters into force on 1 January
- Nautilus attends STC Group open day and the launch of the new engineering department at Harlingen Maritime Academy
- Nautilus, VWH and Spliethoff reach agreement on two-year collective agreement
- Nautilus achieves justice at last for workers at Van Oord
- Finishing line is in sight for negotiations on the new collective agreement with Jumbo Crew Services

Comment

As we start the new year, we recommit to being an action-focused, modern and dynamic union, driven by a clear organising strategy, says Nautilus general secretary **Mark Dickinson**

As we enter a new decade in which disruption is the name of the game and technology transforms our world, shipping is at the centre of the evolving storm. The industry is at the heart of our globalised just-in-time economy. Every hour of every day, thousands of vessels are on the oceans and rivers connecting countries and keeping global trade moving. But while shipping's importance remains unchanged, the way it works – and the ways in which its people work – are facing transformation.

We at Nautilus International have worked long and hard on our four-year Strategic Plan and 2030 Vision adopted at the General Meeting in October 2019. This puts in place a proactive response to ensure that we remain relevant, responsive and financially sustainable for the future.

This year will be critical for the delivery of this vision. We are focused on developing new ways of working, new ways of organising, new ways of campaigning, and new ways of servicing our members that demonstrate our continued relevance.

We will keep our organisation at the cutting edge, responding to globalisation's challenges with, for example, the Nautilus Federation of like-minded ITF-affiliated unions providing a worldwide support and assistance network based on cooperation and collaboration.

We look to the future with optimism, but we face a double whammy. The demographics of our membership mean that around one-third of our members will reach retirement age over the next decade. Despite the renewed investment in skills in the UK and Netherlands, the numbers coming into the shipping industry are falling short of the numbers leaving. It's very clear that we can't continue as we are. If that sounds stark, it's meant to.

● ● ●
The 2030 Vision is our blueprint for the future – a sustainable future that ensures the scale of the challenges is matched by the scale of our ambition




Mark Dickinson at the 2019 Nautilus General Meeting in Rotterdam

The 2030 Vision is our response – a positive vision for the future based not on fear of the unknown, but a clear track of hope. Because we don't just face risks and challenges, we also face opportunities, and we are determined to seize them.

Our 2030 Vision will strengthen our recruitment efforts, continuing our growth in the superyacht and windfarm sectors, capitalising on the potential in inland waterways and river cruises and seizing the opportunities offered in fishing, through the new ILO Convention 188.

Our 2030 Vision will transform the way we work. We will relaunch Nautilus as an action-focused, modern and dynamic Union and professional organisation – driven by a clear organising strategy – that is innovative, creative and, above all, proactive and professional.

The 2030 Vision is our blueprint for the future – a sustainable future that ensures the scale of the challenges faced by Nautilus is matched by the scale of its ambition.

Nautilus is proud to say: 'Wherever you are, so are we.' That will continue but we will also focus greater efforts on supporting you throughout your career journey in a positive and aspirational way. Happy New Year! 

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.

Cruise company exploits jobless juniors

Regarding 'The Latest Race to the Bottom' (*December 2019 Telegraph*): I was a third officer with Celebrity Cruises [part of the Royal Caribbean group]. I signed a contract for \$2,000 a month. I worked 12 hours every day. I did not get a full refund for my £400 company medical.

My cabin was a coffin; it was around two metres long, and certainly no wider than one metre. The room only had a fold-out bed, and the heat inside regularly exceeded 27C. I worked 12 hours a day,

every day; eight hours of watchkeeping and four hours of mandatory overtime.

Why did I take the job? I was a newly qualified tonnage tax cadet, without money, without prospects, spending each jobless morning sending emails and polishing an empty CV.

The most unusual thing, perhaps, is that even now I do not regret taking the job. And nor at the time did I regret working there. I got the experience to get a better job. But nothing changes the fact that I – as with most Celebrity employees – did not receive a financial return that

reflected my own skills and the amount of time I put into the job.

Meanwhile, Celebrity Cruises are engaged in a transparent and sanctimonious campaign of promoting women in the maritime industry. The point of the campaign is agreeable enough, but it's undermined by the company's inability to provide fair pay to its employees.

I feel the door is open for the competitors, the unions, and the maritime industry to show the consumer just what their cruise holiday is endorsing.

Membership no 205960

The View From Muirhead

www.thefreakywave.com



WMA safety centre is still on lower site

It has been pointed out to me that my article regarding the move of the Warsash Maritime Academy to new Solent University premises in Southampton (*November 2019 Telegraph*) could be misconstrued, giving the impression that the safety training facilities located at the lower site were also closing.

This is definitely not the case. The first sentence of the article should have read: 'The Warsash Maritime Academy (WMA) was to cease cadet training at the upper Warsash site and be incorporated into Solent University in Southampton. The waterfront campus on the lower site is fully operational and is seeing major investment into building a new Safety Training Centre.'

Brian Hoare

Membership no 136885



Phased study solution found for ETO course at South Shields Marine School

In response to Mr Macleod's letter in the November 2019 issue of Nautilus Telegraph ('ETO advice needed', pages 6-7); we listened to the problem that Mr Macleod was having trying to book onto one of our courses and have reached a solution which will allow him to complete the AMERC ENEM course in a phased manner.

We offer as many courses for the ETO routes as is possible during the academic year; it is quite a specialised field and as such a specialised teaching team is required. As the new alternative route to ETO is up and running which will allow currently serving ETOs to gain the CoC, I hope that the demand for our courses will grow and allow us to offer more dates in the future.

We would suggest that anyone struggling to fit the necessary courses in their leave schedule to contact Lisa Oliver at lisa.oliver@stc.ac.uk.

Emily Spurr
Tyne Coast College (incorporating South Tyneside College and South Shields Marine School)

US fails again to recognise British heroism

With reference to letters in November and December issues of the Telegraph concerning US lack of interest in recognising British seafarers [for bravery or war service], I have encountered the same experience.

Last year and again this year, I emailed and posted letters to the US ambassador and the US naval attaché in London, suggesting that their country might wish to recognise the crew of Jersey's harbour launch for saving the lives of eleven US sailors from USS Sellers in rough seas at night in 1976.

The harbour launch had remained nearby only because its coxswain was concerned that the destroyer's whaleboat continued to ferry libertymen in conditions the coxswain considered dangerous. After rescuing the sailors, the harbour launch continued to search for a further five hours until 0730, when the destroyer eventually reported that a supposedly missing man had been accounted for.

The Nautilus members whose letters have been published will not be surprised that I received no reply.

Ian Moignard
Membership no 116065



▲ USS Sellers, focus of Ian Moignard's campaign to win recognition for the crew of the Jersey harbour launch who saved the lives of seven US sailors

Tweets of the month

ITF Seafarers Support

@ITFSeafSupport
On #HumanRightsDay we want to recognise that work of the #ITFInspectorate in fighting daily to defend and advance the rights of the world's seafarers. It's a daily fight for fair treatment, against abandonment & criminalisation & for equality and diversity. Solidarity! #WeAreITF



IMO

@IMOHQ
UN maritime agency commits to further action on gender equality: bit.ly/2rhwa1 #WomenInMaritime #SDG5



micky smyth

@belfastbhoy1964
Great to speak to Maritime Professionals at the Port of Larne today as always



Mission to Seafarers

@FlyingAngelNews
Those who have access to the internet, Wi-Fi and calls are 'very, very happy'. Sadly, there are simply too many who do not. Read more here: bit.ly/2CraVMK #SeafarersHappinessIndex



NEWS

REGULATION

Sulphur deadline

From 1 January 2020, the new global curbs on sulphur emissions from shipping are coming into force.

For coverage of all the potential ramifications, see page 30. [t](#)

Newly-elected UK government 'must invest in maritime sector'

Nautilus International has called on the newly-elected Conservative government to commit to ensuring a strong and prosperous British maritime sector post-Brexit by supporting the core objectives set out in the Union's manifesto.

The Nautilus document **Safeguarding the Future of British Maritime** outlines what the government must do to boost British seafarer employment, help the industry thrive and improve maritime safety.

It calls for: significant investment in maritime education and training; stricter conditions over the issue of UK Certificates of Equivalent Competency (CECs); tighter controls on work permits and visas; the promotion of collective bargaining and the application of the National Minimum Wage to all seafarers serving in UK waters.

'To retain a shipping industry that sustains the UK's global trading requirements and underpins the nation's continued global lead as a maritime services centre, more needs to be done by government,' Nautilus International general secretary Mark Dickinson said.



UK prime minister Boris Johnson, who returned a majority government in the 12 December 2019 election
Image: Wikimedia Commons

The Union's manifesto (published in the December 2019 Telegraph) calls for the government to ensure that the 'genuine link' requirement for ships on the UK Ship Register (UKSR) is enforced, encourage British shipowners using foreign flags to return to the UKSR and examine the scope for 'cabotage' protection of domestic trades.

It further seeks to establish a national

maritime strategy and improve the UK Tonnage Tax scheme.

Nautilus sent copies of its manifesto to all UK political parties ahead of the election on 12 December 2019. The Union also approached all UK parties on social media. No responses were received.

Labour was the only political party with any reference to maritime in its manifesto ahead of the election. It pledged to outlaw nationality-based pay discrimination on UK ships.

The UK's maritime interests have continued to suffer decline, despite the previous government's attempts to develop a strategic and long-term vision for the sector through the Maritime Growth Study and the Maritime 2050 initiative.

The UKSR reached highs of 17.9 million gross tonnes in 2011 following the introduction of the Tonnage Tax in 2000. It dipped to 13.8 m gt in 2014 with a couple of larger companies moving their fleets away from the UK flag for commercial reasons. Another exodus away from the flag was seen in 2018 and 2019 due to Brexit concerns. [t](#)

'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 that 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. [t](#)

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In brief



L-R: CalMac liaison officers Gavin Jakeman, Iain MacKenzie, Nautilus national ferry organizer Micky Smyth, liaison officers Calum Bryce, Archie MacDonald and Ross MacDonald

CalMac talks kicked off

Members at Caledonian MacBrayne (CalMac) have met with Union reps and company management to start 2020 pay and conditions talks.

Offer agreed at PG Tankers

Members at PG Tankers (Guernsey) have voted to accept the company's offer of a two-year pay increase of 3.25%. They voted in favour of the front-loaded pay deal – which takes effect between 1 January 2020 and 31 December 2021 inclusive – after participating in a pay and conditions consultation exercise. Head of recruitment and membership Derek Byrne thanked members for their participation in the consultation with the Union and company at the conclusion of the 2020 pay and conditions review. The next pay and conditions review will begin on 1 January 2022.

Maersk PAW welcomed

Nautilus is pleased to welcome Yezdi Gazdar as the latest Partnership in Work (PAW) representative at Maersk Tankers Singapore Pte Ltd. Terms of office are 1 January 2020 through to 31 December 2022. The partnership approach is an opportunity to ensure all parties work together in the interests of the seafarers employed, enabling a flexible approach in an environment of change. Two vacancies remain for elected representatives. Interested members should contact: industrial@nautilusint.org.

Nautilus sets 2020 UK subscription rates



Nautilus has announced its 2020 subscription rates and highlighted its continued commitment to its global work representing and protecting maritime professional members at an international level.



Image: Jack Fisher

In order to continue to support members in 2020, the Council of Nautilus International had reviewed the professional protection levels and subscription rates and agreed a small increase, said assistant general secretary Olu Tunde.

In a letter being emailed and posted to all members Mr Tunde said: 'We have been tirelessly working to protect and improve your jobs, health, safety, welfare and working conditions at a time of drastic downturn in

many sectors. 'We have supported you in the face of a constantly changing global environment and have protected those at risk of criminalisation through our unrivalled global network of

specialist legal support and our efforts to secure fair treatment for all seafarers. Now we look to the future and the challenges we will face to ensure our successes continue. The maritime industry is being transformed by technology and whilst we are ready to embrace change, we must consider the impact on jobs and training opportunities to ensure our members are protected and supported.'

See list of subscription rates via [QR Code](#) above.

Tenders invited for Union legal services



Law firms have been invited to submit tenders for the provision of legal services to the Union and its members.

In the first stage, invitations are invited for the submissions of expressions of Interest (EOI) – downloadable from the website. These will close on Friday 17 January 2020.

In the first instance, this is a scoping exercise, following which law firms will be invited to take part in a formal tendering process.

Nautilus is issuing this EOI to invite proposals for the provision of legal services to



cover two important work streams in the UK:

- employment law advice and services to members and the Union's organising department
- handling personal injury cases through to settlement

Submissions should be sent to eo@nautilusint.org by Friday 17 January 2020.

More information is available via the [QR code](#) above.

Master cleared in Red Falcon collision case

A Nautilus member who was captain of a 4,000 tonne ferry that collided with a small motor launch while crossing the Solent in 2018 has been found not guilty of failing to keep a proper lookout and misconduct of a master likely to endanger ships.

Southampton Magistrates' Court found Captain Ian Drummond not guilty of causing the collision, which happened as the ro-ro ferry Red Falcon made its way from Southampton to East Cowes on the Isle of Wight on 29 September 2018, with 202 passengers and 79 vehicles onboard.

The skipper of the motor launch, Mr Peter Jackson, accepted a caution for his part in the incident, for his poor navigation of the vessel and failure to keep a proper lookout.

Nautilus International supported Capt Drummond throughout the legal proceedings. Legal director Charles Boyle said: 'Nautilus is delighted that Capt Drummond has been found not guilty of these charges. The Union was determined that he would get a fair trial, bearing in mind the wider context of the increase in criminalisation of seafarers. This case highlights the benefit of Nautilus membership, in its defence of its members caught up in maritime incidents.'

Speaking after the hearing, Capt



▲ Captain Ian Drummond, left, with Nautilus director of legal services Charles Boyle, who provided support in the master's case

Drummond, who has an unblemished career, said he had been dismissed from his job following the incident but was seeking for this to be reversed at an employment tribunal to be held in 2020. 'I feel very relieved; as a Christmas present, I couldn't have asked for anything nicer.'

District Judge Anthony Callaway ruled Capt Drummond had used his experience to remain seated to maintain an overall best view round his ship including the use of CCTV monitors. 'In my judgment, to move is likely to have hampered certain aspects of the lookout. I am satisfied the defendant did keep a proper lookout and was not to blame for the collision.' **i**

BP Shipping slammed for job loss plans in fleet sale

Nautilus members have alerted the Union to plans by BP Shipping to make a raft of redundancies as part of its ongoing fleet modernisation programme.

The company will reduce its vessels from 24 to 12, leaving it with six liquefied natural gas (LNG) and six oil ships.

The LNG ships will be crewed by European officers and Filipino seafarers, while the oil ships will have Indian

officers and crew onboard.

BP Shipping previously committed to zero crew losses as part of its fleet modernisation programme.

Nautilus head of recruitment & membership Derek Byrne criticised BP Shipping for its U-turn over crew redundancies.

'We are very disappointed that BP Shipping has turned its back on its crew, many of whom have been loyal

employees of the company for decades,' he said. Nautilus does not have a collective bargaining agreement with the company.

Maersk Tankers has agreed to buy all 12 vessels from BP Shipping.

The Danish company said it would fulfill crew requirements either through internal promotions or with candidates who are already in the pipeline. **i**

In brief

Rever lay-offs

Nautilus industrial organisers are representing members employed on Rever Sapphire, due to be cold-stacked by the company, with expected lay-offs. The Union has been told the redundancy payments will be based upon actual salaries as opposed to statutory minimums; however, the company maintains that this is subject to a 20-year cap. Ten individuals have formally requested voluntary redundancy and all have been accepted. The master, chief engineer and third engineer positions have now been removed from the at-risk register, leaving 13 jobs at risk of compulsory redundancies from an initial 25.

Members step up

A host of new faces will represent the Union at Pacific Nuclear Transport Limited (PNTL) as part of its Partnership at Work programme. Kate Allen, Christopher Birkett, Daniel Counsell, Frank Holland, Jamie Loftus-Burke, Jonathan Newby, Ania Vanston, Byron Whalley and Alistair Wilson have been accepted to office for a three-year term. There are three vacancies still available and any full paying Nautilus member employed by PNTL is eligible to stand. Candidates may nominate themselves, providing a colleague seconds that nomination. Interested members should contact: industrial@nautilusint.org.

DeepOcean offer rejected

Nautilus members employed by DeepOcean (Guernsey) Ltd have rejected a revised pay and conditions offer. Ratings employed by the company have reported similar concerns and dissatisfaction to the officers, the RMT union has advised. A further meeting between Union officials and management is sought in January.

In brief

Union activism workshop

Nautilus members took part in the General Federation of Trade Unions (GFTU) annual Young Workers' Development weekend, held at the Quorn Grange Hotel in November 2019. The event was facilitated by Nautilus international organiser Danny McGowan, along with general secretary-elect of the Bakers', Food and Allied Workers' Union Sarah Woolley, and a learning rep from the Community union, Dan Warren.



▲ The GFTU young workers' development weekend Image: Ade Marsh Photography

Funds for Mariners' Park

A Nautilus Welfare Fund staff member has cycled 200 miles to raise money for the charity's retired seafarers. Connor Dunphy, a kitchen porter for the Mariners' Park Care Home at Nautilus welfare complex in Wallasey, completed 200 miles on his bicycle throughout October, using an app to record targets. Money raised will go towards the residents' activities fund at the home.

Fleetwood college 'surgery'

Nautilus's college visits continued in December 2019, meeting cadets at Fleetwood Nautical Campus. Union reps held a first phase cadet talk and a drop-in surgery. Trainees heard how Nautilus can support them as their careers develop, and Nautilus strategic organiser Martyn Gray gave a talk on maternity and paternity, parental and adoption leave. As well as Fleetwood, Nautilus has recently visited colleges in Glasgow, Warsash, South Tyneside, the University of Plymouth, Britannia Royal Naval College, and the National Maritime College of Ireland.



RFA chief officer and Nautilus member Susan Cloggie-Holden receives the award Image: Helen Kelly

Member wins top accolade for promoting women in shipping

Nautilus member and Royal Fleet Auxiliary (RFA) chief officer Susan Cloggie-Holden was last month named 2019 Lloyd's List Seafarer of the Year for her work in championing female seafarers.

The prestigious award was presented to Ms Cloggie-Holden at a black-tie event at London's Hilton Park Lane Hotel

In a well-received acceptance speech, the chief officer said she was 'proud to be able to help improve seafarer's lives at sea, and to improve gender diversity in our industry'.

Nautilus International general secretary Mark Dickinson congratulated the Union member for her hard work and commitment to empowering women in maritime and

promoting Union activities. 'Susan Cloggie-Holden is an inspiration to all serving seafarers, and cadets, for what a successful and exciting maritime career can look like,' he said.

RFA head Commodore Duncan Lamb said: 'Susan has been leading some important and significant work as the RFA seeks to engage with, understand and improve the environment for our women.

'She has taken this work well beyond the RFA and has been a key leader and champion of the UK maritime industry's efforts to recognise and encourage females. I am incredibly proud of her hard work, the way she has represented the RFA and now, the recognition she has received.'

Nautilus Council member's podcasts look to bright future for seafarers

Two new podcasts recorded by The Shipping Exchange explore the future of maritime and diversity and equality within the sector. Nautilus Council member and The Shipping Exchange co-founder Graham Fisher hosts both podcasts.

The podcast **Maritime 2040** features Stephen Cotton, general secretary of the International Transport Workers' Federation and World Maritime University president Dr Cleopatra Doumbia-Henry.

Discussing diversity and



▲ Debbie Cavaldoro, Jessica Tyson, Graham Fisher, Sarah Stevens, Adam Harrison equality on the second podcast are Adam Harrison, a second mate working on containerships; RFA deck officer Sarah Stevens; Nautilus head of strategy Debbie Cavaldoro, and pilot and deputy harbour master Jessica Tyson. Listen via: soundcloud.com/user-651210196/

Nautilus achieves justice at last for Van Oord workers

Nautilus international has won a landmark case against Dutch dredging company Van Oord over the application of days of leave.

For a number of years Van Oord has been asking crew to work in their leave periods during busy times and then forcing crew to use accrued leave when work is slow. Van Oord has been applying this leave policy without negotiation with the Union or staff.



Nautilus/FNV lawyer Mieke den Hollander (middle) with some of FNV Waterbouw members, in front of the courthouse in The Hague

'It has been a completely one-sided decision on the part of Van Oord,' said Charley Ramdas, industrial organiser for Nautilus / FNV Waterbouw. 'We have tried for many years to negotiate with them over this practice but they refused, leaving us with no alternative but to take this issue to the court.'

The case was first heard in the lower court of the Netherlands, where Nautilus / FNV Waterbouw was successful, but Van Oord refused to accept the decision and took it on appeal to the High Court. In December 2019, the High Court confirmed the earlier decision.

'Van Oord will now have to pay back the cost for the last five years of accrued holiday for crew,' said Mr Ramdas. 'This claim could stretch into millions of euros in back pay for staff. 'In the future we now have a clear ruling on how the CBA should be interpreted, and Van Oord will not be able to dictate to staff when they used their accrued leave.'

Mr Ramdas attributed this success to the dedication of members and the work of the Nautilus / FNV Waterbouw in-house legal team. **t**

2020 pay talks commence at P&O Ferries

Union officials commenced discussions for the 2020 pay and conditions with P&O Crewing Services (Jersey) Ltd & P&O Irish Sea (Jersey) Ltd at Nautilus head office in London in November 2019.

National Ferry Organiser, Micky Smyth attended the meeting with membership & research administrator, Samantha Udall and Liaison Officers, Chris Lewis and Phil Lees (Short Sea), Anthony Shields (North Sea) and Joseph Matthews (Irish Sea).

Attending on behalf of P&O were Head of HR, Andrew Shaw and HR Business Partner (Short Sea routes), Peter Capon.

Mr Smyth said the Union is aware of recent media reports



From left: Phil Lees, Chris Lewis, Micky Smyth, Samantha Udall, Joe Matthews and Anthony Shields

on pension deficits at P&O Ferries, which have been an issue for several years. These deficits also impact in other major ferries companies including Stena.

Nautilus continues to encourage P&O to partake in the Ensign Retirement Plan, which is the industry-wide pension scheme for maritime professionals. **t**

In brief

Success at Seatruck

Members employed at Seaway Manning Services (Guernsey) Ltd onboard vessels operated by Seatruck Ferries Ltd have voted overwhelmingly to accept the company's pay and conditions offer. From 1 January 2020 members will receive an uplift in salaries of 2.5%.



Seatruck liaison officer Rick Milnes (left) with Nautilus national ferry organiser Micky Smyth

Above-inflation offer

Union officials have negotiated a two-year pay deal with Manx Sea Transport (Guernsey) Ltd management on behalf of members serving on Isle of Man Steam Packet Company Ltd vessels. The company has offered a 3% pay rise from 1 January 2020 alongside a 2.75% pay rise from 1 January 2021. The offer is above the current 2.1% rate of inflation (RPI) as published on 13 November 2019.

Wightlink five-year offer

Channel ferry operator Wightlink has made a five-year pay and conditions offer, front-loaded at 1% above rate of inflation (RPI) based on the October 2019 rate of 2.1%. That means an effective rise of 2.4% from 1 January 2020 (year 1). The company has also made a commitment to explore the introduction of the Ensign Retirement Plan.



▲ South Shields Marine School principal John Roach

South Shields wins highest honour

South Shields Marine School's innovations in advanced 3D modelling in naval architecture has secured it the UK's highest education honour: the Queen's Anniversary Prize.

The marine school – part of Tyne Coast College in NE England – won the further and higher education award for its expertise in creating high-tech under and above water digital scenarios that allow naval architects to design implement multi-million-pound projects.

The judges were impressed by its work on a key sea-based engineering project supporting Kazakhstan's state oil company Tengizchevroil (TCO). A team from the school helped TCO develop a port and waterway on the Caspian Sea to serve the major expansion of the giant Tengiz oilfield.

Awarded every two years, the Anniversary Prize recognises outstanding work by colleges and universities which deliver real benefit through education and training.

Maiden voyage blessed

Liverpool Seafarers Centre arranged a special service to commemorate the MV Atlantic Prism's maiden voyage to Western Europe. Fr Dominic Curran, parish priest at Our Lady Star of the Sea RC Church in Seaforth, celebrated mass onboard the bulk carrier and conducted a blessing of the bridge and engine control room.

New training portal offers Union members cashback

Nautilus members can now benefit from the services of a new website that helps locate certified maritime training globally.

Launched in June 2019, Tapiit Maritime bills itself as a 'disruptor' with access to the best training providers globally, offering thousands of courses in 42 countries. Travel arrangements and accommodation can also be booked via the site.

Nautilus members will be given 15% cashback when they book a course via the platform.

Tapiit chief executive and founder Richard Turner says this discount will go straight back into members' pockets and not be credited towards another course.

Tapiit can send seafarers a reminder when certification is due to expire, along with links to relevant and available training courses. Members need to register their certification including expiry dates to access this service.

Mr Turner says there are already plans to expand and improve Tapiit. Talks are underway with an electronic mapping company to enable seafarers to



▲ Tapiit homepage

book courses while at sea. There are also plans for 'Tapiit TV' and interactive mental health training and live streaming courses to ships.

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

When asked how he intends to assure the quality of training courses listed, Mr Turner says that providers will be able to post their certification online and that the site will have a reviews section like TripAdvisor and other online bookings sites.

Members can sign up via tapiitmaritime.com or download the app for Android or Apple devices. ⓘ

London Shipping Law Centre marks 25 years of pushing the envelope

The London Shipping Law Centre (LSLC) celebrated its 25th birthday in November 2019 with a black-tie dinner at London's Savoy Hotel.

Some 300 attendees from across the maritime industry joined in the revelries.

LSLC Chairman Dr Aleka Sheppard founded the group 25 years ago to inspire debate, unite ideas and break down barriers in the London maritime law market.

To date, the LSLC has held over 300 events, often in partnership with other maritime bodies. Perhaps the best-known of these is the Cadwallader debates, a lecture series that have brought key maritime players together in a neutral forum for open discussion and intellectual debate of legislative concerns.

In her welcome speech, Dr



▲ Some 300 attendees from across the maritime industry celebrated the London Shipping Law Centre's 25th anniversary at London's Savoy Hotel

Sheppard said the LSLC had encouraged breakthroughs in original thinking. 'The risk management series led the way in assessing and calculating aspects of ship safety,' she said.

'The profound recommendations of the Donaldson report on Safer Ships and Cleaner Seas were at the core of our risk management

seminars and mock trials relating to the ISM Code.'

LSLC works to support and promote the next generation of maritime professionals through its Young Maritime Professionals (YMP) networking group. The YMP promotes cross-sector networking, education, exchange of knowledge and ideas to further members' professional development. ⓘ

A-Z Yachting joins Union partnership network

Nautilus member and crewing agency founder Zsofia Kiss-Horti joins growing list of partners that help promote the unique benefits of Union membership

Nautilus has further expanded its network of strategic partners in the superyacht sector to include yacht crew agency A-Z Yachting, which is run by Nautilus member and former chief stewardess Zsofia Kiss-Horti.

Following discussions held during the Nautilus General Meeting and the subsequent signing of a Memorandum of Understanding between the two organisations, the Union's strategic organiser Rachel Lynch welcomed A-Z Yachting into the network in November 2019.

In common with the Union's other strategic partnerships, A-Z Yachting will recommend Nautilus membership to the officers, crew and shore-based workers who use its services. The agency is also committed to the professionalism, safety and welfare of maritime professionals working at sea and ashore across the maritime industry.

Commenting on the new partnership, Ms Lynch said: 'It's great



▲ A-Z Yachting's Sofia Kiss-Horti

to welcome A-Z Yachting into our strategic partner network. As the company director Zsofia Kiss-Horti is an existing Nautilus member, she

recognises the unique protections that Nautilus membership can provide in the superyacht industry, with both organisations putting the safety and welfare of the crew at the top of the agenda.'

Nautilus has partnerships across the yachting world with agencies in countries including France, Spain, Monaco, the UK and Guernsey.

Any yachting professional can become a Nautilus member, regardless of their country of nationality or residence. They can be yachtmasters (skippers), ship's officers (navigation and engineering), and senior service staff such as the chief steward, as well as interior crew in all roles and deckhands.

Members can take advantage of the Union's industry-leading Commercial Yacht Service Record Book, which speeds up sea service verification for yacht professionals needing to revalidate their STCW certificates with the UK Maritime & Coastguard Agency. ⓘ

Yacht owners told to step up over crew care at next generation forum

Yacht owners must 'pay what they owe' to their seafarers or risk Union action, Nautilus International's strategic yacht partner Jörg Wendt told an industry audience at the Superyacht Forum 2019.

Mr Wendt, who is head of training at crewing agency D&B services in Antibes, said that while Nautilus was not in the habit of organising strikes, it would not hesitate to act to enforce members' rights. 'For 91 hours of work per week, we expect wages reflecting these hours, meaning roughly £910 per week,' Mr Wendt said.

Mr Wendt also addressed the issues of hours of work and rest, fatigue, realistic manning levels, and crew rotation at the 18 November 2019 event.



▲ From left: D&B services Jörg Wendt, Dohle Yachts' Jo Assael and Impact Crew's Karen Passman

There were also discussions on diversity and cabin occupancy along with the appropriate

crew wages for hours worked.

The workshop set out to discuss 'Who will drive, operate, maintain and manage the everchanging and growing fleet in the future', and explored how to build the team of the future, looking at working conditions, employment, quality and safety.

The session highlighted the challenges of the modern seafarer/crew member in a changing environment and the impact of crew's mental health and welfare on the efficient and safe operation of vessels which ultimately benefits the owners' enjoyment.

The panel was chaired by Ken Hickling of Viking Maritime Group. ⓘ

In brief



Talking the same language

A new project funded by the European Commission (EC) will improve seafarers' understanding of maritime English to reduce the number of onboard accidents caused by poor communication.

Co-ordinated by shipping and logistics company LAM France, in conjunction with the EC's Erasmus education scheme, the Practical and Communication Based Maritime English pilot project, or Prac-Mareng for short, was launched in France on 22 November 2019.

Development of the e-learning course will take two years with the effective training courses in Marseilles beginning in 2021.

Some 40% of accidents are linked to inadequate understanding between seafarers onboard the same ship and unsatisfactory standards of communication between crews and land.

MCA updates guidance

The UK Maritime and Coastguard Agency (MCA) has updated its Code of Safe Working Practices for Merchant Seafarers to a 2019 edition.

The Code provides guidance on safe working practices for many situations that commonly arise on ships. It is intended as a guide to all crew regardless of rank or role. It is not intended to supersede or amend safety regulation. It also covers onshore staff responsible for safety, according to the MCA.

It is the duty of shipowners and employers to protect the health and safety of seafarers onboard and others so far as is reasonably practicable.

Union calls for crackdown on converted livestock carriers

Romanian and European maritime authorities must thoroughly investigate the capsizing of a converted livestock carrier in calm waters off Romania, Nautilus said. The incident happened



▲ Queen Hind Image: YouTube Marine Online

almost exactly 10 years after the sinking of the Danny F II converted animal carrier, which the Union lobbied international regulators heavily on.

The 1980-built converted ro-ro Queen Hind, owned by MGM and registered in Palau, capsized a few hundred feet off the Romanian port of Midia. All 22 of the Syrian crew survived, with one treated for hypothermia. The carrier was loaded with 14,600 sheep, of which 33 survived.

'This is a shocking incident that highlights the dangers that seafarers face every day

working aboard such vessels,' Nautilus general secretary Mark Dickinson said. 'A thorough investigation must now be conducted into this latest incident so that the maritime

industry can learn safety lessons for keeping seafarers safe and improving animal welfare.'

Two Nautilus members – the master and the electrical-technical officer – were among the 44 crew of the Danny F II who died when the converted ro-ro vessel sank off the coast of Lebanon in 2009.

Nautilus members who work onboard livestock carriers and have concerns about the conditions they are working under should bring these to the attention of their Union organiser or call the Union's 24/7 helpline. 📞

Nautilus members feature in film exploring the future of the oceans

Two Nautilus members have taken part in a film showing the work of seafarers and the challenges facing the world on how to protect its oceans.

Master Alan McHugh and trainee engineer Aaron Powell, who work for ship management company V.Group, were interviewed for Our Oceans: Our Future, an hour-long programme that explores how scientists are protecting the oceans, how the industry is engineering more efficient ships and the new technology shaping the future of shipping and renewable energy.

Co-produced by The Institute of Marine Engineering, Science and Technology (IMarEST) and ITN Productions Industry News, the film also examines how oceanographic data is expanding our knowledge of the oceans and how world-class maritime education is training the next generation of marine professionals.

'It's not like you go to work in a normal job and you know what you're doing every day. On the ship it's different,' Mr Powell said.

Mr McHugh has advice for budding cadets: 'Learn the job, from the bottom to the top to start with and it can be a career that's very rewarding. It's well worth



▲ Top: Nautilus member Alan McHugh of V.Group is interviewed for the film Our Oceans: Our Future
Above L-R: Trainee officer Markus Lebenkovas, trainee engineer and Nautilus member Aaron Powell, third engineer Joshua Cummings 3rd engineer Images: IMarEST

it as long as they are willing to give it the time and put the work in and the people that they sail with will be willing to put the work in as well.' 📞



▲ **Nave Constellation:** Nautilus has warned of the risk to seafarers working offshore West Africa Image: Dryad Global

Latest Gulf of Guinea kidnapping prompts calls for action on piracy

Nautilus has continued to urge international co-operation on piracy amid mounting concern for 19 crew kidnapped by pirates off Nigeria in one of the single largest reported kidnappings in 2019.

General secretary Mark Dickinson said: 'Nautilus is concerned about the increasing risk to seafarers operating on ships off the coast of West Africa and has been calling on governments and shipping companies to urgently act to fight the rise in piracy and kidnapping incidents.'

'We are concerned that attacks off West Africa are putting seafarers at considerable risk for just doing their jobs, as well as increasing the physical and mental health toll on all seafarers while transiting the area.'

'The Gulf of Guinea was designated a high-risk area by the International Bargaining Forum (IBF) in early November and the entire maritime industry urgently needs to take action to improve prevention, reporting and response to

attacks across the Gulf of Guinea.'

According to online Nigerian news agency **PunchNG.com**, the Nigerian Maritime Administration and Safety Agency has pledged to facilitate the fast release of the 19 seafarers. They were abducted onboard the Greek-owned and Hong Kong-flagged tanker Nave Constellation, on 3 December.

Members are urged to keep an eye on risk ratings on the ITF/IBF website and call the Nautilus 24/7 helpline in case of emergency. **i**

In brief

Safety standards questioned

Dive boat Conception was exempt from some US Coast Guard safety rules to help passengers escape in an emergency, according to the Los Angeles Times. Thirty-four people sleeping in stacked bunks below the waterline died in a 2 September 2019 fire aboard the boat. The Times found Conception was one of several hundred passenger vessels built pre-1996 with exemptions from some safety standards. Newer rules require vessels to have an escape hatch 32 inches wide and illuminated exit signs. Conception, built in 1981, had 26-inch escape hatches. Exit signs onboard were not illuminated.

Coastal pollution

Brazil has claimed that Greek-flagged tanker Bouboulina, owned by Greek company Delta Tankers Ltd, spilled thousands of barrels of oil 700km off Brazil's coast as it travelled from Venezuela to Malaysia. Molecular analysis of the oil by Brazil's state-run company Petrobras showed the crude oil spilled did not originate in the country, it said. The spill was first detected on 2 September 2019. An AFP report on Saturday 23 November 2019 said it had spread as far as Rio de Janeiro state. Delta Tankers Ltd denied the claims.

Campaign for suffering master

The US MM&P union is calling on all union members to help achieve a fair hearing for Captain Andrzej Lasota, master of the Cyprus-flagged general cargoship UBC Savannah, who has been under arrest in Mexico since August 2019. The charge against him is negligence for 'failing to be aware' that 240 kilograms of cocaine had been buried in the ship's hold under thousands of tons of coal. Capt Lasota is said to be suffering from severe stress and several serious ailments. Prosecutors are demanding a sentence of up to 20 years in jail. See [tinyurl.com/LasotaPetition](https://www.tinyurl.com/LasotaPetition)

Rescue swimmer wins IMO bravery award

A US Coast Guard rescue swimmer has received the 2019 International Maritime Organization (IMO) award for Exceptional Bravery at Sea.

Petty Officer Michael Kelly was recognised for his courage, perseverance and skill in rescuing four survivors from sinking fishing vessel Aaron and Melissa II, 70 miles off the coast of Maine, in November 2018. He battled extremely high winds and huge waves to swim to each survivor and get them winched to safety by a rescue helicopter.

Petty Officer Kelly accepted his medal at IMO Headquarters in London on Monday 25 November 2019, where he acknowledged the teamwork involved in the rescue. 'I would not be here if it was not for the amazing skills of my crew. Their precision and focus



▲ **Petty Officer Michael Kelly with Kitack Lim**

allowed me to act as a tiny cog in the large process of search and rescue, that we are all so passionate about and train for daily.

'There is nothing more precious than human life and we all strive to go home to the ones we love.' **i**

In brief



▲ **MSC Poesia** Image: Wikimedia commons news

World Cup cruise

Qatar is to charter two cruise ships from MSC Cruises to operate as floating hotels during the 2022 FIFA World Cup. MSC Poesia and MSC Europa, which is currently under construction, will be berthed in Doha port, Qatar, with views of the West Bay. The two vessels will provide a combined 4,000 cabins for fans attending the tournament, which runs from 21 November to 18 December.

Genevir strike win

French maritime Unions at Genevir waged a successful 48-hour strike to maintain jobs and obtain guarantees that the operator's research vessel fleet will continue to fly the full French flag and maintain job levels despite a change in the operator's status due on 31 December. The industrial action caused the Thalassa research vessel to stay at anchor for 48 hours ahead of its mission to the Celtic Sea.

Officer jobs guaranteed

Internal promotions and recruitment of French Officers are underway at Paris-based Geogas Maritime, which is entering the Liquefied Natural Gas (LNG) market in a 50/50 deal with Japan's Nippon Yusen Kabushiki Kaisha (NYK), to form a French incorporated company that will own and operate a fleet of five LNG carriers, currently under construction.

Mercy Ships seeks crew

Mercy Ships is seeking professional seafarers to join its volunteer network that delivers free healthcare to people in desperate need. Its hospital ship provides lifesaving surgeries to sub-Saharan Africa. ali.edwards@mercyships.org

France modernises maritime transport policies

The French parliament has made changes to its maritime transport policies to adopt new industrial and ecological approaches in deep sea and river transport.

The first changes to be made to the policies since 1982 are part of a new draft mobility bill, which aims to transform the country's entire transport sector by favouring clean alternatives and simplifying employers' administrative tasks.

Passed on 9 November 2019, the bill includes the authorisation of the ratification of international maritime instruments on renewable energies such as permissible levels of sulphur and carbon dioxide content.

The law would also:

- Give the green light to widening shipping lanes in the rivers Seine and Oise.
- Offer for the first time, unlimited navigation certificates for craft under 24m in length, excepting passenger vessels
- Update legal rights for shipmasters and grant better protection for onboard Union representatives
- Simplify conditions for vessels to re-register under the French flag by facilitating entry to the French second register.
- Make available permits to test autonomous vessels

The provisions of the new law will enter force over the next few months following discussions with Unions. **i**

French tug unions apply brakes to planned officer cuts

French tug unions are pleased that a towing company in the Mediterranean port of Sète has not been allowed to reduce the number of officers on its tugs from four to three, but say they fear that the battle is not over.

The regional maritime authority rejected the request by the Compagnie de Remorquage Maritime de Sète, a subsidiary of Thomas Maritime Services (TMS) on 27 November 2019.

The decision comes after French unions staged a national 24-hour tug strike on 22 October, to raise safety concerns over the towing company's proposal.

The FO branch union at Sète said it was pleased that the reduction plan had not been given the go-ahead but



▲ **Port of Sète, France** Image: Wikimedia Commons, Christian Ferrer

feared the company could repeat its request at Dieppe, Rouen and Bordeaux, the Atlantic seaboard ports in which it also operates tugs.

The CGT union also remained cautious. 'We have won the first stage of the battle to prevent reduction of four to three officers on

tugs after the strike but remain vigilant that TMS once again will attempt to obtain the reduction,' said a spokesperson.

The union maintained that security was paramount, a view that received the backing of the union's recent tug seafarers' conference. **i**



▲ Crackdown: International Maritime Organization headquarters in London

IMO clamps down on 300 ships linked to 'rogue' flags

The International Maritime Organization (IMO) is acting to combat 'rogue' national flag registries that operate without the knowledge of the governments they claim to represent.

Recent reports show 73 vessels are unlawfully flying the flag of the Democratic Republic of the Congo, 91 are illegally registered under the Fiji flag and 150 are unlawfully registered with the Federated States of Micronesia, although its law does not allow international vessels to join its national registry.

The IMO, in co-operation with the UN Security Council, plans to develop a

comprehensive searchable database of registries that would show vessels that are subject to UN Security Council Resolutions.

The database will be publicly accessible on the IMO's Global Integrated Shipping Information System (GISIS). It will contain the names and contact details of each national governmental body or authorised delegated entity in charge of vessel registration and include information regarding countries that do not operate a ship registry, be it domestic or international.

The work is expected to be completed by 2021. **i**

India signs Hong Kong ship recycling Convention

India has become the 15th signatory of the Hong Kong Convention for ship recycling, joining Turkey as the second major country to take steps to turn shipbreaking into a socially and ecologically responsible industry following introduction of the European Commission's 2019 anti-beaching rules.

India's accession to the Convention makes it the first

of the major south Asian breaking nations to do so. 'By this accession we are bringing in global best practices. We are not becoming a backyard of all rejected ships, but on the contrary scientifically dealing with ship recycling,' a government spokesperson said.

Many Indian breaking yards over the last 18 months have become Hong Kong-

compliant and the nation has tried to push its greener credentials in this area when touting for business.

The announcement follows local shipbreaking yard Trade Unions in India's neighbour Bangladesh, presenting their government with an urgent 10-point demand to improve safety in what is the most dangerous shipping-related profession on the planet. **i**

In brief

Take part: STCW surveys

The Maritime & Coastguard Agency (MCA) has launched two surveys – one for engineering officers and another for navigation and deck crew – as part of the MCA's review of Standards of Training Certification and Watchkeeping convention (STCW).

The surveys ask about current STCW mandatory training requirements and their importance for today's seafarers.

The MCA says it wants to ensure that seafarers can receive and maintain the 'level of knowledge, understanding, professional competence and performance standard suitable and relevant to today's industry and ever improving navigating/technical equipment needs'.

The surveys can be found at:

- www.smartsurvey.co.uk/s/ABHN8 (engineering survey)
- www.smartsurvey.co.uk/s/XFOLW (deck/navigation survey)

Nautilus technical and professional officer David Appleton urged all seafarers to take part in the surveys, as the proposed review of STCW has the potential to affect all current and future maritime professionals and it is vital their voices are heard.

No to paper charts

The US National Oceanic and Atmospheric Administration Office of Coast Survey will phase out the production of paper nautical charts over the next five years. It will improve the level of detail on its Electronic Navigational Charts (ENCs). The International Maritime Organization (IMO) now requires all large commercial vessels on international voyages use electronic charts. In 2016, the US Coast Guard started allowing commercial vessels on domestic voyages to use ENCs instead of paper charts.

In brief



Ursula von der Leyen Image: Wikimedia Commons

Shipping part of 'Green Deal'

The European Commission will introduce emissions trading for shipping, it was announced last month. EC president Ursula von der Leyen promised the UN climate conference in Madrid to make Europe the first climate neutral continent by 2050 with a 'European Green Deal'. The International Monetary Fund (IMF) estimated that a shipping carbon tax of \$75 per tonne of CO2 in 2030, and \$150 in 2040 would reduce shipping CO2 emissions by nearly 15% and 25% respectively.

MSC makes EU's Top 10 carbon polluters list

Swiss-Italian-owned global container shipping operator Mediterranean Shipping Company has joined coal plants and Ryanair on the EU's list of top 10 carbon emitters, according to official emissions data.

The MSC fleet was responsible for about 11 million tonnes of CO2 emissions in 2018, according to the European Federation for Transport and Environment, commonly referred to as Transport & Environment (T&E).

The data shows that MSC would be the eighth biggest emitter in the bloc if shipping was part of the EU's emissions trading system. The airline Ryanair was tenth on the list. The rest are all German coal plants except number one, which is the Elektrownia Bełchatów plant in Poland.

According to T&E: 'Ships sailing to and from Europe emitted more than 139 million tonnes of

CO2 last year – meaning that if shipping were a country it would be the EU's 8th biggest emitter after the Netherlands.

'Shipping is the only sector with no measures to reduce its emissions in the bloc and yet it does not pay for its carbon pollution.

'Meanwhile, the maritime sector is exempt under EU law from paying tax on its fuel, an effective subsidy worth €24 billion a year.'

T&E is a European umbrella for NGOs working in the field of transport and the environment, promoting sustainable transport in Europe.

It currently has 60 national member and supporter organisations in 25 countries, including the UK's Transform Scotland, the Environmental Transport Association and the Campaign for Better Transport. **i**

Interview with Dr Lucy Gilliam of T&E: **pages 32-33**

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INSIGHTS INTO AN INSTITUTION

Seafarers UK is one of the biggest charitable organisations in the UK maritime industry and a major financial supporter of the Nautilus Welfare Fund, which operates the Mariners' Park retirement complex in Wallasey. Recently-appointed chief executive Catherine Spencer speaks with Nautilus head of communications **HELEN KELLY** about grant-making, long-term strategy-setting, and beating the 'funding malaise'

Helen Kelly: Congratulations on your appointment. How have the 'first 100 days' been?

Catherine Spencer: Thank you. I think I'm really, really lucky that my predecessor Commodore Barry Bryant, who was there for 17 years, ran a really good organisation. But that also means that there are plenty of changes that we can look at, which is interesting, and the team are looking forward to that as well, so there's lots to do. And I'm lucky that the maritime industry seems to be incredibly welcoming and a really friendly group of people, so I feel very comfortable already.

HK: What is your strategy?

CS: We're working on our strategy now, bringing together lots of different ideas to see how Seafarers UK will look in the future. I'm particularly interested in looking at how we give our money and who we give our money to – and whether we should have themes around our grant-making.

HK: How does your strategy support the core beliefs of Seafarers UK?

CS: Seafarers UK was set up as King George's Fund for Sailors over 100 years ago, and part of our remit was to bring efficiency and effectiveness to the sector. At that time that there were lots of different maritime charities, and it was felt that an umbrella organisation was needed to check that these charities were delivering well and not duplicating services or missing gaps, and that remains our role. So, we will make sure that we continue to do that, but also encourage collaboration across

the sector. And then, I think, like most charities, improve fundraising as well.

HK: It has been a tough environment for fundraising; how is Seafarers UK looking to change the dial on that?

CS: I don't actually see the fundraising environment improving, so I think we need to look at how we can develop projects and ideas which meet specific needs and have smart ways of delivering services to seafarers and the communities around them. For example, we're finding individual giving is not as popular as it used to be.

HK: What are some of the reasons for that change in fundraising?

CS: I think we are suffering from a demographic change within the UK, where we have this younger generation of people who are unfamiliar with a lifetime at sea. Trying to reconnect with those people who don't have a connection to the sea is really important for us, and I think we can do that using social media. There are some highly compelling stories about what our mariners go through to ensure that we have goods in the country.

HK: Seafarers UK also works internationally with organisations such as ISWAN, which manages the Nautilus International 24/7 Helpline. Do you have plans to grow that?

CS: We are really pleased to be affiliated with ISWAN because we see it as a really valuable service. There's a lot of empathy in the UK for seafarers from other parts of the world who perhaps aren't treated as well as we would want

Catherine Spencer
at Nautilus
International HQ
in London
Image: Helen Kelly



them to be. So, we need to ensure access to services which can support them if they're in dire situations. That's certainly something we can look at in terms of growing interest in the sector and collaborating with other charities that work in the Commonwealth.

HK: What is your unique selling proposition?

CS: One of our strengths is that we don't do delivery. We look at what the need is in the sector, and then we work with expert delivery partners, so they can meet that need. We have worked with a lot of organisations for many years, but we don't automatically guarantee funding. And so, if we have two grant requests that come in that are very similar projects, then we wouldn't guarantee funding for both. We might ask the organisations to work together, or we might just fund one organisation that we think offers the best service and value for money. 

NEW YEAR BETTER CAREER

If you've been working at sea for a while and want to rise through the ranks, chances are you'll need to go back to college and study for an STCW certificate. This can be a daunting prospect financially, but the Nautilus Slater Fund is here to help. **CARLA ROCKSON**, head of seafarer education at the Marine Society & Sea Cadets, explains how to apply for a Slater scholarship and what's new in 2020

Nautilus International's JW Slater Fund scholarship programme has helped over a thousand UK Merchant Navy ratings to gain their first Officer of the Watch certificate since the 1970s. In recent years, the terms of the Fund have been broadened to support other experienced seafarers to gain STCW certification, including electro-technical officers (ETOs), holders of Class 2 or 1 Fishing tickets, and crew members on yachts, tugs and workboats.

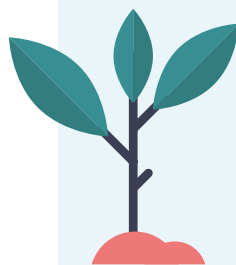
The scholarship offers a lifeline to seafarers who have gained lots of experience at sea and want to progress into higher roles but are held back by the high cost and number of courses required to gain certification.

The typical cost for a rating to achieve the Officer of the Watch Unlimited is £13,500 for the tuition fees of HNC Nautical Science and required short courses – plus the costs of accommodation, travel, meals and books. It is easy to see why this would be out of reach for many experienced seafarers wanting to progress through the ranks. The Slater scholarship offers up to £18,500 to UK seafarers to cover all these costs including the associated living expenses so that recipients can focus on their studies without the worry of a financial burden.

Named after a former general secretary of the Union, the JW Slater Fund is administered by the maritime education charity Marine Society on behalf of Nautilus International. Our staff at the Marine Society have extensive knowledge and experience of supporting seafarers with their personal and professional development,



▲
Carla Rockson,
head of seafarer
education at the
Marine Society &
Sea Cadets



which has ensured that seafarers have the best possible opportunity to succeed in their studies and has contributed to the overall success of the programme.

The small Marine Society team provide advice, guidance and encouragement to seafarers throughout their studies. They liaise directly with all the main nautical colleges and course providers to take care of course bookings and fees. Scholarship recipients' expenses are processed weekly. The success of the programme has led recipients to recommend the scholarship to colleagues, and more and more seafarers are benefiting from the Fund.

Tips for Slater scholarship success in 2020

Applicants for Slater scholarships must be UK residents. Whilst there is no cap on the number of scholarships awarded each year, from January 2020 applicants will be expected to have accumulated all their necessary sea service before applying for the scholarship. You will therefore need your Notice of Eligibility (NoE) or be in a position to apply for it. You do NOT need to have completed all the courses before applying for your NoE.

Once you have your NoE, you can focus on completing your courses. This is when the scholarship programme can assist you every step of the way. Applicants must have a well-thought-out study plan of all the courses and exams they need to take and start to research what college or course provider they might want to attend.

From January 2020, Slater scholarships will be awarded for two years, which is more than enough

time to complete all courses even if you need to continue working whilst studying.

Previous recipients who had the best overall study experience were those who completed their studies in the shortest time and sat their SQA and oral exams whilst still retaining all the knowledge from their recent studies.

The scholarship award offers up to £18,500 with a completion bonus of up to £1,500 to UK seafarers resident in the UK, aged 21 years or older; there is no upper age limit. You must hold a valid ENG1 certificate and intend to work at sea for the foreseeable future.

As part of the application process you will be required to complete the Marine Society's **Maths@Sea** and **Writing@Sea** online assessments. These are maritime contextualised up-skilling courses designed by the Marine Society to support seafarers who may have been out of formal education for a while. The assessments will reveal whether you need to take the full Maths@Sea and Writing@Sea courses to ensure that you have the required level of numeracy and literacy skills to be able to cope with your OOW studies.


What certificates can the funding be used for?

You can apply for the funding to help achieve one of the following certificates provided you have already achieved the sea service requirements:

- Officer of the Watch (OOW) Unlimited
- Engineer Officer of the Watch III/1
- Electro-Technical Officer
- Master <200gt / OOW 500gt
- OOW Tugs <500gt
- OOW Yachts <3,000gt
- Chief Mate Yachts <3,000gt
- Master Yachts <500gt
- Master Workboats <500gt
- Small Vessels Engineer III/2
- Class 1 Fishing with OOW unlimited conversion



You are advised to refer to the Maritime & Coastguard Agency's M-Notices on training and certification. These lay out the requirements to achieve each certificate, and can be found at www.gov.uk/mca.

So, if you've gained plenty of experience at sea and are ready to move up to that next position, why not apply this year to the JW Slater Fund? Working in partnership with Nautilus, the Marine Society will support and guide you every step of the way to success. 

For an application form and more information, visit www.marine-society.org/slater or email slater@ms-sc.org.




JOSEPH DOYLE YACHT SECTOR SLATER SCHOLAR



Having spent eight years working in the yachting industry, I had spoken to a number of people who had studied for and obtained OOW Unlimited certification via the 'experienced seafarer route'. Their theme was common: it enabled them to access a far greater level of education and training, when compared to the more simplified and limited yachting qualification study route. It was also apparent that enhanced opportunities were afforded to the holders of these unlimited qualifications, not only on larger yachts but the wider Merchant Navy also.

Given the fact that the HNC experienced seafarer route to OOW unlimited required candidates to study full-time for nine months, it would have been nigh-on impossible for me to take nearly a year off, given the financial constraints involved with such a period of unemployment.

Luckily, I had the good fortune to come across a student who had received the JW Slater Fund Scholarship and he passed on the required information so I was able to apply.

Following my successful application, I enrolled at Warsash Maritime Academy in October 2018 and went on to receive my OOW Unlimited in May 2019. The scholarship supported me throughout, assisting me with my living costs, course fees and accommodation. I would like to express my sincere gratitude towards the Slater Fund for their support, because without it, I surely would not have been able to achieve this most useful, and valuable marine qualification. Further to this, I have since gone on to secure a permanent position as a rotational 2nd officer onboard a 100m+ superyacht. 

SUPPORT WITH THE SWITCH TO SHORE

The option to progress to a shore-based maritime role should be a more obvious part of the Merchant Navy career structure, says master mariner **MIKE WALL**, who is planning a two-day career guidance seminar for seafarers looking to become marine superintendents or surveyors

Throughout their seagoing careers, many officers are focused only on becoming a master or chief engineer.

However, after several years of sailing in a senior rank, many look to come ashore, particularly when starting a family.

Often, officers will remain in the shipping industry by taking up positions as pilots, harbour masters, superintendents and surveyors, but a large number may be lost to other disciplines. We need to stem this flow.

Back in the early 1980s, when I was a senior lecturer at Warsash Maritime Academy, we used to have tutorial periods where the students had some private study time. Often, they would ask what they could do once they achieved their Class 1 Certificate of Competency. I would put a diagram on the board showing the ship in the centre with all the parties involved directly and indirectly with its operations. I would then summarise the roles of the various people and opportunities. Many years later, several of my ex-students remind me of how helpful this was to them.

In mid-2018, I published two articles in the Marine Society's blog entitled **Becoming a Marine Superintendent** and **Becoming a Marine Surveyor**. The response was both welcome and unexpected, with one email a week received requesting more information on progressing to either of these positions. Everyone who responded has received an individual response suggesting a way forward and several have requested more information.


I believe the response has shown that there is not enough career guidance out there for Merchant Navy officers. To help reverse that situation, I am seeking to



▲ Improved career guidance for Merchant Navy seafarers can retain key skills within the industry
Credit: iStock

establish an annual two-day seminar for those who are interested.

One day will be dedicated to becoming a marine superintendent, covering Technical, Nautical, New Building, Personnel and Vetting. The other day will look at becoming one of the various types of marine surveyor, e.g. Class, Government and Independent.

If the seminar is well supported, information about becoming a marine pilot or harbour master could be added to the programme. 

The seminar is intended to be a non-profit-making event with fees only charged to cover speaker and venue costs. Possible venues are London and Bangkok. Attendees will need to make their own arrangements for travel and accommodation.

To express an interest, contact Mike Wall at mikewallassociates@gmail.com or via WhatsApp at +66 8 0572 6069.

Nautilus survey confirms apathy from employers over shore moves


Preliminary findings from a survey of seafarers considering swallowing the anchor found that 75% of respondents received no help with this from their company.

The research, by Nautilus International and HR Consulting, also revealed that the rank seafarers attained before moving ashore was very important when it came to securing quality employment.

'Deck officers tend to stay at sea until they have gained their masters certificate before they move to a shore-based position,' Nautilus general secretary Mark Dickinson said.

The survey follows similar research undertaken by the Union in 2015.

Other initial findings show that career progression, family and work/life balance are the main reasons people choose to move ashore; and that nearly 60% have considered returning to sea after transitioning.

Full results of the survey will be released later in 2020. 

EXPERT GUIDES TO CHALLENGING CHANNELS

We've all heard of deepsea pilots, but with many operators declining to pay for their services, we may not have encountered one in person. **Andrew Linington** finds out what they do – and why they should be hired – on a car carrier trip with a Nautilus member

If, as it's often said, the British seafarer is an endangered marine species, Nautilus member Captain Paul Lanaghan is an extremely rare breed.

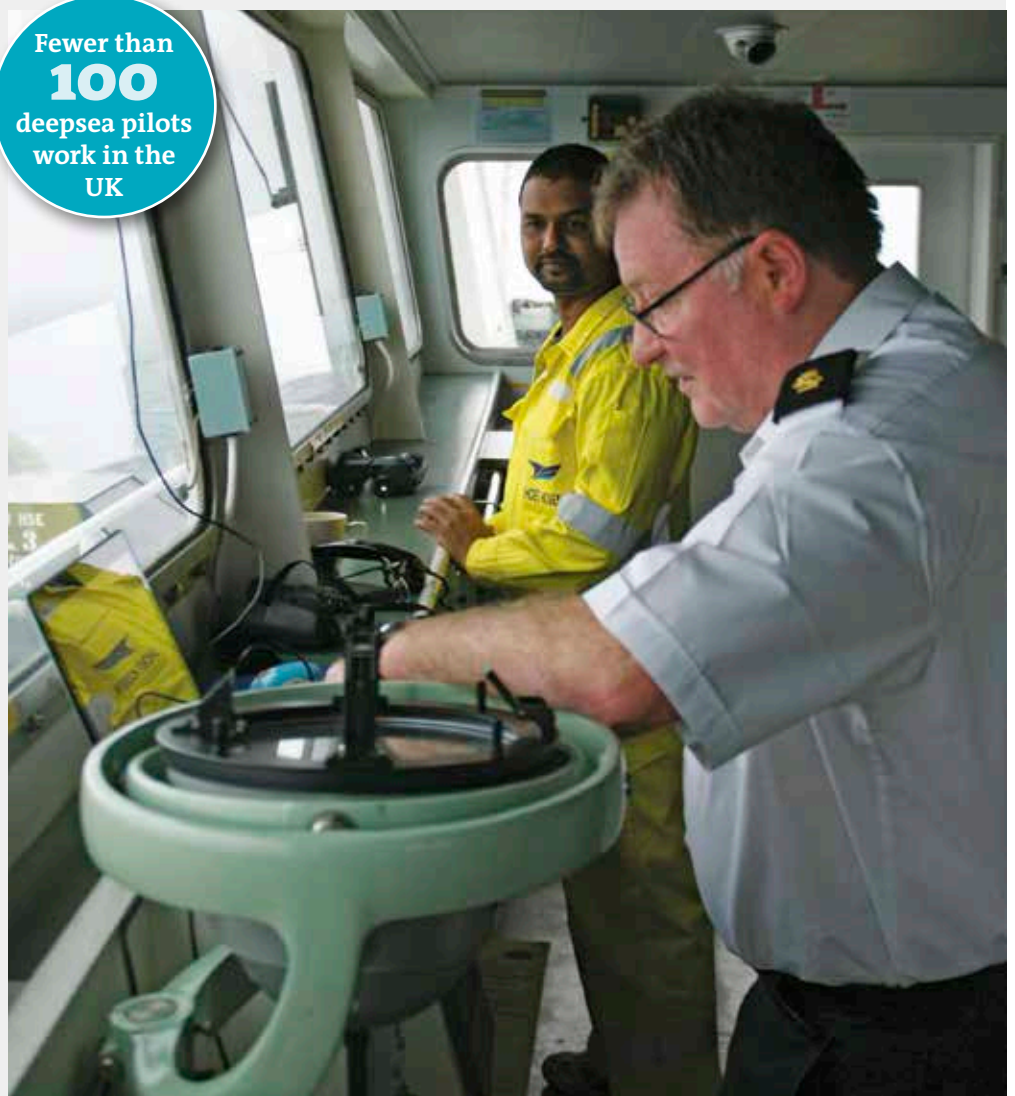
For Capt Lanaghan is one of fewer than 100 deepsea pilots working in the UK and NW Europe, providing expert advice and assistance to hard-pressed crews of ships in some of the world's most congested and challenging waters.

Today, he's starting what is set to be a two-week rotation onboard the 61,775gt car carrier *Cygnus Leader*. Boarding the vessel in the port of Bristol, he's helping the Indian master and navigating officers through the increasing number of Channel 'hotspots' in some typically testing autumnal conditions.

Carriage of a deepsea pilot has, since 1981, been recommended by the International Maritime Organization (IMO) on ships transiting the North Sea, English Channel and Skagerrak. However, it's estimated that barely 2.5% of the 80,000 vessels that run through the Dover Straits each year utilise the pilots' services.

'The truth is, there are many owners and seafarers who don't even know the service exists – and then there is the challenge of convincing them of its value when the commercial aspects do not jump out first and foremost,' says Chris Brooks, from Gravesend-based Deep Sea & Coastal Pilots (DSCP), which has been running since 1947 and is one of the largest agencies in Europe.

Fewer than
100
deepsea pilots
work in the
UK



Capt Lanaghan – who is one of 30 Trinity House-licensed pilots working through DSCP – says there are strong economic arguments in their favour. 'We can more than pay for ourselves, as we can prevent or minimise delays to the vessel through prudent and economical

▶ Capt Lanaghan consults his personal pilot unit as the car carrier *Cygnus Leader* transits the Channel traffic separation scheme
All images: Andrew Linington

routing,' he notes. 'On a typical voyage we can cut up to 12 hours of sailing time, saving time and bunker fuel costs.'

Indeed, the presence of a deepsea pilot can reduce the costs of a voyage in the area by as much as US\$13,000 – but it's the safety case that should

'Sometimes you can sense a sigh of relief as soon as you arrive'



stand out, he stresses. 'In much of this area, masters are having to deal with long and intense periods of navigation with the very strong possibility of adverse weather in complicated traffic situations.

'Then you add into the mix the density of the traffic, fishing vessels and pleasure craft, traffic separation schemes and crossing traffic, tides and currents, sandbanks and sandwaves, windfarms and migrant boats, and if you don't know the area you can very quickly run into trouble.'

The Channel and the North Sea aren't very old in geological terms, Capt Lanaghan points out, and seafarers need to be very aware of factors like squat when they pass through the very variable depths in the area. 'Meteorological phenomena like low pressures can delay the tide and reduce the height,' he adds. 'This is a place where you can't relax and always need to be very aware and alert.

'There are also long periods of river pilotage in many European ports – sometimes upwards of six hours – and we can really help to relieve the resulting stress and fatigue faced by masters and officers,' Capt Lanaghan says.

'For a master who is unfamiliar with this area, it can be a daunting task and when combined with any bad weather, reporting procedures, paperwork, port pilotage, cargo and port paperwork commitments, it is

▲ The 61,775gt vehicle carrier Cygnus Leader operates a regular service between the Far East and Europe with capacity for up to 5,415 cars and 162 trucks

Deepsea pilot Captain Paul Lanaghan discusses the Cygnus Leader's passage with the master and some of the navigating officers

easy to see how fatigue can set in and working hour limits potentially breached,' Mr Brooks adds.

'We're familiar with all the various port requirements and pre-arrival paperwork,' Capt Lanaghan says, 'and we can therefore make sure that all the pre-arrival information and communications are correctly dealt with – or advise the master, for instance, that it might be an idea to have a tug to help push them alongside in a port like Zeebrugge during adverse weather.'

In the week before he joins a ship, Capt Lanaghan will research the vessel and the route – noting the potential problem areas along the way and looking at the likely weather conditions. 'You start to build up a layered picture, so you

know what to expect,' he explains. 'You always need to have a good, viable, Plan B.'

On this voyage, Capt Lanaghan joined Cygnus Leader in port but he often boards ships from a launch off Brixham or Cherbourg. Once on the vessel, he will carry out a master-pilot exchange of around 20 minutes and get a feel for the ship and crew.

'Sometimes you can sense a sigh of relief as soon as you arrive,' he says. 'You are often on a ship for a reasonable period of time and can establish a decent working relationship and build a good level of teamwork.

'I'll talk through decisions with the watchkeeping officer and will tell them they are in charge, that I'm here to help them and that they



should immediately say if I am doing anything they don't like,' he adds. 'Some cultures don't like to challenge you, but it's all about breaking down these barriers to get effective bridge management.'

The master and officers onboard Cygnus Leader tell me how much they appreciate Capt Lanaghan's presence – in particular in helping to ease the stresses of paperwork and intense concentration while visiting so many ports in such a short space of time. 'I am very pleased to have a deepsea pilot onboard,' says Captain Subra Arumugam. 'Knowing there is someone with so much knowledge and experience of the area makes us all feel more comfortable and takes a lot of pressure off everyone.'

Capt Lanaghan points out that he clearly can't be continuously on the bridge during most of his pilotage trips and he does not like to go much beyond six hours at a time. But in preparing for the voyage he identifies the most challenging



'In South Shields there were two people you aspired to be – a Tyne pilot or a ship's captain'

points – in this case, going around Land's End, entering the TSS, and approaching the Casquets and the Wandelaar – and will go to the wheelhouse well before the ship reaches them. He's also available any time if the bridge team need his help, and will handle much of the communication with VTS and coastguards, which helps seafarers with limited English language skills.

'You have to adapt to the environment onboard each ship, and it can be tiring and stressful at times,' he admits. 'You learn from

Cygnus Leader's chief and second officers check progress on the ship's ECDIS



experience when you need to be up, and the decision is primarily based on traffic choke points and reporting requirements, and on where the fishing boats, ferries and local traffic will be.

'You are thinking ahead all the time,' he adds. 'But you also need to watch out behind you – it's like a game of 3D chess, as you are trying to maintain a proactive picture of what's happening around you. At the same time, you are trying to pull lots of moving parts together – rules of the road, complex traffic situations, weather, and schedules. It can be very challenging and it's not for the faint-hearted, but I enjoy a challenge and being tested so I can draw on my skills and experience.'

DSCP only uses pilots who have been certified by Trinity House, and it requires a minimum of three years of command experience from candidates holding a current Class 1 master's certificate and experience of sailing in Europe. Once selected, they will undertake a number of training trips with senior pilots before a final training voyage conducting the pilotage under the supervision and assessment of a licensed pilot. If all that goes well, candidates will then take a two-hour oral examination at Trinity House before being awarded their licence.

Capt Lanaghan has been a deepsea

pilot since 2016, coming to the job with almost 40 years of seagoing experience. 'In the northeast, traditionally, you either went down the mines or into industry,' he says. 'I didn't fancy going down the mines and in South Shields there were two people you aspired to be – a Tyne pilot or a ship's captain.'

Capt Lanaghan joined Bank Line as a 17-year-old cadet. 'I thought that going to sea would be a romantic lifestyle, seeing all these far-off places. I had a ball for the first two years on the South Pacific, starting off in Tahiti and working through all the islands before returning to the UK six months later.'

Early in his career, he was on a ship that rescued nearly 300 refugees in the South China Sea – some of whom he is still in touch with. He also served in the Falklands conflict on the Bank Line vessel Cedarbank, shortly before the company sold its ships, and went on to work for Jardine Matheson.

Joining the Saudi tanker company Vela in 1994, Capt Lanaghan gained his first command at the age of 37 and served on vessels of up to 420m and 428,000dwt before going on to work for Chevron as a mooring master in West Africa and freelance operations in Mozambique and Uruguay. 'I didn't care for a job in the office and a friend at Trinity

House in Newcastle who was a deepsea pilot suggested I should give it a try,' he says. 'Because of my time coming from the Middle East to Rotterdam on Vela ships, I had gained a good familiarity with the geographical area.'

Capt Lanaghan's licence – which covers an area stretching from Gibraltar to Archangel, Russia, up to the entrance to the Skagerrak, and to 14 degrees west – has to be renewed every year. There is a revalidation interview and Trinity House checks of charts, paperwork and nautical publications. 'It's like a law degree,' he says. 'Things are constantly changing, and you need to keep up to speed with all the changes to North Sea buoyage, navigation lanes and reporting procedures.'

Each deepsea pilot carries their own ARCS charts, corrected and up to date, as well as relevant nautical publications in an electronic format.

'Red line fever combined with stupidity and ignorance is not a good combination'

They can use the pilot plug linkage to the vessel's AIS and an independent GPS to give their own real-time display of the ship's track and surrounding conditions.

DSCP trains its pilots on a variety of vessel types and they can be called upon to sail on anything from car carriers to containerships, bulk carriers and tankers, gas carriers and occasional passengershops, and even US Sealift Command vessels.

The role of the deepsea pilot can also extend to navigational safety audits and bridge resource management training, sea traffic services onboard seismic survey vessels or assisting with rig moves.

Capt Lanaghan says he enjoys the

variety and doesn't have a favourite vessel type to serve on. 'Because of my past experience, going on to a Very Large Crude Carrier (VLCC) is like putting on a pair of old slippers,' he admits. 'But every ship has its own specific characteristics and challenges, and now that many containerships have become behemoths it is like being on a VLCC.'

Most deepsea pilots will typically do around 20 rotations a year and the nature of these varies from vessel to vessel. A VLCC may simply require a passage from Brixham to Rotterdam, while a car carrier visiting as many as eight or nine ports within 15 or 16 days in NW European waters may need a deepsea pilot onboard the whole time.

Although the practice of deepsea pilotage can be traced back to the 16th century, its modern form owes much to the period after the Second World War when expert local

Cygnus Leader pictured in the port of Zeebrugge at the end of its passage from Bristol



knowledge was required to navigate ships through a handful of narrow swept routes past minefields which had been laid in the North Sea. Originally intended as a temporary measure, the service expanded as operators recognised its safety and economic benefits.

Capt Lanaghan argues that the need for deepsea pilotage services has never been greater than today. 'It's not just the amount of traffic out there, but also because of things like the huge increase in windfarms and offshore developments which have restricted navigational areas in the southern North Sea and the Channel,' he points out.

'The boom in windfarm traffic has created a lot of additional traffic and the scale of some of the sites means that some of the shortcuts that we used to use in the North Sea have been lost,' he explains. 'This is only going to get worse, and in some parts of the southern North Sea we stand to lose up to two-thirds of the sea area because of the projected windfarm developments.'

Traffic separation schemes have done much to improve safety in the area, he notes, but they do have the effect of funnelling vessels into concentrated areas and hubs.

'This is exacerbated by what we call "red line fever" with a lot of conduct dictated by ECDIS and AIS, ships going for the same point on the chart and being reluctant to use the full width of the lane,' Capt Lanaghan says. 'Red line fever with stupidity and ignorance is not a good combination.'

As a perfect illustration of his point, Capt Lanaghan makes good use of the available space to pass a group of ships bunched up on the same track towards the Sandettie light vessel and to put Cygnus Leader into a good position for the approach to Wandelaar, where a local pilot will come aboard.

On an average day there are around 400 vessel movements in the Channel. Looking today at the



▲ Cygnus Leader's master, Capt Subra Arumugam, with deepsea pilot Capt Paul Lanaghan

significantly reduced visibility outside and at the almost convoy-like patterns of ships on the radar, as well as the numbers seeking to cross lanes or radiate off onto different routes after passing waypoints, it's not hard to appreciate the scale of the challenge facing navigators unfamiliar with these waters.

Capt Lanaghan – who recently used his experience to contribute to the new edition of Witherby Seamanship's **Passage Planning Guide to the English Channel, Dover Strait and Southern North Sea** – says he also sees an increasing new challenge being posed by the growing size and reduced manoeuvrability of many ships at a time when environmental pressure is curbing their power.

Deepsea pilotage isn't confined to the Channel and the North Sea – it's in use in the Baltic Sea, the Malacca Straits and the Bosphorus Straits, as well as being mandatory for vessels transiting the Great Barrier Reef and Torres Strait in Australia.

The use of a deepsea pilot in the North Sea, Channel and Skagerrak is 'recommended' by the International Maritime Organization (IMO). But companies like NYK who regularly use their services are in a very small minority.


Pressure for compulsory carriage was stepped up in 2002, when the car carrier Tricolor sank in the

Channel following a collision with a containership. The wreck was struck by two other ships in the next fortnight, despite the presence of guard vessels, navigational warnings, and buoys and Racon transponders.

However, international shipowners rejected moves to beef up the IMO recommendation, arguing that 'no compelling need' had been established for stricter requirements and that 'the function and perceived benefit' of carrying a deepsea pilot in adverse conditions was unclear. 'The pilot cannot be a member of the ship's crew and his or her presence will not relieve the master of the responsibility for safe navigation,' the owners argued.

Mr Brooks says he finds such resistance 'quite staggering' and a reflection of the way the industry often tends to take a reactive rather than proactive approach to safety. Nevertheless, he adds, the last few years have seen growth in demand,

much of it fuelled by the tanker sector. 'There is a lot more focus on charterers taking deepsea pilots now, and especially if a master has not transited the area in the last six months,' he says.

Capt Lanaghan says he loves the job and would recommend it as a career choice for fellow seafarers. But he worries about where the next generation will come from. 'I'm passionate about training and education and it's sad to see the big reduction in cadet numbers since I came to sea. I think demand for our services will increase because of the growing complexities of navigation in this area, but it will be a struggle to find the people to follow in our footsteps. We've already got many deepsea pilots who are approaching the end of their careers, and the demographics of the industry are not good. Something has got to give soon.' 

Deepsea pilotage is mandatory in Australia through the Great Barrier Reef and Torres Strait

DIRTY FUEL DEADLINE

With effect from 1 January 2020, the much-debated new global curbs on sulphur emissions from shipping are coming into force – and with them come fears of a new wave of seafarer criminalisation. **ANDREW LININGTON** reports on the potential downsides of a necessary anti-pollution measure

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he latest Seafarers Happiness Index, published by the Mission to Seafarers and the Shipowners

P&I Club after a survey of seafarers, revealed that many crew members are increasingly alarmed by the prospect of being scapegoated for problems linked to the 0.5% cap on the sulphur content of fuel.

‘The report indicates that there is a widespread fear of blame for non-compliance, suggesting that some

seafarers don’t feel prepared for the cap,’ the two organisations warned.

Feedback to the survey showed many seafarers feared being penalised through no fault of their own. ‘They were worried that they may not always have the correct data, and indeed, that tough inspections can get them into trouble with the authorities,’ the report adds. ‘There are real fears about drones sniffing funnel emissions and the crew being found guilty.’

Penalties for non-compliance with

the new 0.5% limit, made mandatory under Annex VI of the IMO MARPOL Convention, will include big fines or lengthy jail sentences in some countries, as well as ship detentions. Within designated emission control areas (ECAs), the limit will remain at 0.10%.

Marine insurers say they are braced for a spate of claims arising from the new rules, including engine damage caused by poor quality fuel, off-spec bunkers being loaded on ships, and scrubbers ceasing to work at sea.

Some port state control inspectors will carry portable sulphur testing kits, and if the results of these tests are inconclusive, or indicate potential non-compliance, then additional sampling will take place for verification ashore, the club added.

Maritime lawyers are also warning of the complex legal consequences posed by the new rules. London-based practice Norton Rose Fulbright recently highlighted the need for crews to be properly trained and made aware of the importance of accurately recording information in the ship's logs such as the date, time, and position of the vessel when a fuel oil changeover occurs, as well as the volume of low sulphur fuel oil in each tank.

The law firm also warned that seafarers on ships fitted with open-loop scrubbers 'need to be aware of the risk that they may not be permitted to operate these within the territorial waters of certain port states. They will need to ensure that they will be able to procure compliant bunkers in those jurisdictions.'

It's clear that some countries are already adopting a no-nonsense approach to compliance. Just over a year ago, in the first case of its kind, France fined the master of the P&O Cruises vessel Azura €100,000 for using fuel that was 0.18% over the sulphur content limit. Nautilus general secretary Mark Dickinson said the case had set a worrying precedent, criminalising masters for the quality of fuel on their vessels.

The Maritime & Port Authority of Singapore has warned that masters and owners found to be breaking the rules could face up to two years in prison and fines of up to S\$10,000 (around €6,600). China has taken a tough line with ships caught exceeding its ECA limits and authorities in Taiwan recently announced that four ships had each been fined NT\$100,000 (around €3,000) for breaching its air pollution regulations.

In August 2019, the chief officer of the Panama-flagged tanker Ocean Princess was fined US\$3,000 for violating the US ECA sulphur limits.



It's not only the threat of criminalisation that's worrying seafarers – there are also safety and operational concerns

Both he, the master and the chief engineer officer were all sentenced to three years of probation, during which they cannot return to the US on a ship.

Many countries have also introduced bespoke regulatory requirements for the enforcement of IMO 2020 in their ports and waters. In Hong Kong, for instance, all ocean-going vessels (above 500gt) are required to switch to low-sulphur fuel (or LNG/similar approved fuels) while at a berth. Contravention of the rules can result in masters and owners facing prison sentences of up to six months and a maximum fine of HK\$200,000 (around €23,212).

However, it's not only the threat of increased criminalisation that is worrying seafarers. Nautilus members have highlighted a range of safety and operational concerns, including incidents of power loss when changing fuels, lubrication issues, filter problems and leaks.

Fuel change-overs have created considerable extra workloads, with engineers needing to take special care to deal with such challenges as contamination, compatibility, stability, viscosity and lubricity, combustion and ignition qualities, cat fines, cold flow properties, and flash points.

The Nautilus Professional and Technical Committee has also discussed reports that low-sulphur fuels are causing additional wear and tear on engine components, boilers, purifiers, filters, tanks, heat exchangers, and piping.

And concerns have been raised that the addition of biodiesel to reduce sulphur content will increase the risk of microbial-influenced corrosion of fuel tanks and systems.

P&I clubs have stressed the need for shipowners to ensure they have

sufficient numbers of well-trained seafarers to deal with these additional demands. But questions are being asked about the extent to which many companies have gone to address these needs.

Whatever method is used to ensure that a ship complies with the rules, P&I clubs warn of the importance of meticulous record-keeping – especially in such areas as fuel quality sampling and verification, purifier condition, and all aspects of the tank cleaning process.

A joint industry project was established to investigate the safety and operational concerns arising from the new rules, and has produced a 64-page guide to mitigating the problems, emphasising the crucial importance of good onboard fuel management.

ExxonMobil reinforced this guidance, highlighting the need for high standards of crew training to avoid such risks as inadvertently mixing non-compatible fuels in tanks, or failing to properly handle fuel selections onboard.

Nautilus professional and technical officer David Appleton commented: 'Whilst we firmly support the moves to improve the shipping industry's environmental performance, it's clear that IMO 2020 is imposing a massive new burden on seafarers, both in terms of workload and in their exposure to potentially huge fines and criminal convictions.

'It's essential that shipping companies do all they can to provide their masters, officers and crews with the training and resources required to ensure compliance with the new rules,' he added. 'These are complex requirements, with complex and varied enforcement mechanisms, and our members need to be protected against the threat of legal proceedings arising from inadvertent infringement of the rules.

'As ever, Nautilus will support members who are exposed to unwarranted criminalisation, and it is also important that they contact the Union should they be pressured to cheat the system in any way by management.'

In addition to including emissions in the NDCs, we call for the inclusion of shipping in the EU Emissions Trading System (ETS) under the MRV scope.

Lastly, we ask for an implementation of operational CO₂ standards for all ships calling at EU ports, again under the MRV scope. We see these as being important steps to delivering a zero emission industry and the goals of the International Maritime Organization (IMO) draft greenhouse gas strategy. Global vision requires local action.

HK: What is the long-term solution to decarbonisation in maritime?

LG: There are no silver bullets and it will be a mix of technologies. In terms of energy for shipping we see battery electric and hybridisation playing a key role in decarbonising short sea shipping while hydrogen and hydrogen carriers like ammonia will work for the deep sea. Also technologies like wind propulsion or new hull coatings will reduce the fuel burden for ships whether they still use fossil fuels or the new zero emission fuels.

HK: Where would the most effective investment be for decarbonising shipping?

LG: To decarbonise shipping the majority of investment will be required for land based infrastructure. Hydrogen infrastructure, electric bunkering and shore power provision in ports are key.

HK: Which new technologies will solve decarbonisation?

LG: Essentially fuel cells, electrolyzers producing hydrogen and hydrogen carrier fuels from renewable energy sources, and efficient ship designs including wind propulsion. See our decarbonisation report for further details on fuels for shipping.

HK: How can supporting the decarbonisation of shipping also support maritime jobs?

LG: Many of the new innovative technologies have been / are being developed in Europe. Europe has an edge in developing technologically advanced ships. The EU can also lead in training seafarers and maritime professionals.

HK: What steps have you put in place to promote maritime decarbonisation?

LG: We published our shipping decarbonisation report last year and have just released our analysis of the Shipping MRV data of shipping climate emissions, which shows in detail the shipping companies and countries linked to emissions. In this report one shipping operator emits as much CO₂ as coal power plants placing it in the list of top 10 emitters in Europe.


Our strategy is to make emissions transparent and easily understandable to the public so that the EU and member states will take responsibility for those emissions and come up with robust action plans to mitigate them

We are pleased to see that the EU Shipping Emissions Trading System (ETS) is a priority for the next five years for the Commission with executive vice-president of the European Commission Frans Timmermans and European Commission president Ursula Von der

Leyon overseeing the process. We also see that the European Parliament has endorsed EU shipping action in the COP25 resolution.

HK: What is the key action on decarbonisation from shipping needed from the European Union and European Parliament now?

LG: We need the EU to put shipping into the ETS system and create a maritime fund. The representatives of the European citizens overwhelmingly support EU ETS for shipping and recently mentioned it in the COP25 resolution. The main paragraph is below:

'Urges the Commission to propose, as soon as possible, additional EU actions as part of its 2050 decarbonisation strategy, such as the inclusion of the maritime sector in the ETS and the introduction of a ship efficiency standard and a ship label, and to propose a strategy for cooperating with other Parties willing to act as early as possible in order to reduce maritime emissions in line with the temperature target of the Paris Agreement'. 

For more information, visit:
www.transportenvironment.org

Dr Lucy Gilliam works for the Brussels-based NGO Transport & Environment, tackling climate impacts and pollution from shipping and aviation.

Transport & Environment's mission is to promote, at European Union and global level, transport policy based on the principles of sustainable development.

Dr Gilliam has a degree in Biology and PhD in Molecular Microbiology as well as a diploma in Commercial Coastal Sailing from Enkhuizen nautical college.

Her career has spanned academia, government, grassroots activism and supranational policymaking. She has a life-long passion for tackling climate change and environmental pollution.



 Dr Lucy Gilliam of the NGO Transport & Environment



RISKY BUSINESS

Many seafarers dread the medical assessments that determine whether they are fit to work at sea, but when you know what's going on behind the scenes, it may not seem so daunting. **SARAH ROBINSON** finds out more at the annual MCA Maritime Health Seminar

There was a time, not so long ago, when seafarers arriving at a medical test with a long-term health condition could pretty much say goodbye to their careers.

These days, though, advances in medicine have created the possibility that some people with, say, diabetes or asthma could effectively manage their condition and stay fit and well when

working at sea. Maritime authorities were understandably cautious at first about accepting this, but have now developed a risk-based approach where each case is taken on its own merits. So although most people will still need a full ENG 1 certificate to work at sea, someone reasonably fit but with a particular condition in their medical history may be allowed to work with restrictions – perhaps

only in coastal waters, or only in a particular role.

In the UK, the accredited medical professionals who deal with these cases – known as Approved Doctors – are given guidance by the Maritime & Coastguard Agency (MCA) about how to assess a seafarer as fit for work. However, they must also exercise their own judgement on how 'risky' a person might be as a crew member. This is a challenging task that

is not taken lightly, and 'Risk' was therefore chosen as the theme of the latest annual MCA Maritime Health Seminar, held in central London in November 2019. At the event – which Approved Doctors must attend at least once every two years to keep their accreditation – expert speakers gave presentations about the risk factors associated with a variety of health conditions and the doctors then worked in groups on a series of anonymised case studies to decide which level of fitness certification they would award the seafarer described.



We're all human – even doctors

Opening the seminar, the MCA chief medical advisor Dr Sally Bell pointed out that some people are naturally more risk-averse than others, and doctors are no different, so an individual Approved Doctor's personality will affect the way they assess a candidate for fitness to work at sea. Today's seminar would seek to achieve greater consistency between assessments, not only by offering further guidance from the MCA, but also by providing an opportunity for doctors to discuss their feelings about the risks associated with particular cases.

Understanding a candidate's work at sea

The first expert speaker was Dr Sue Stannard of the Norwegian Centre for Maritime Medicine. Dr Stannard stressed the importance of considering the demands of a seafarer's particular onboard role when deciding on the kind of medical certificate to award. 'Listen to your seafarer,' she urged. It is one matter if someone is employed to work in a ferry's onboard shop, and quite another if the person will be required in an emergency to run up several flights of stairs wearing firefighting



Evacuation is not a 'get out of jail free' card and should only be considered as an option of last resort, as there is a risk of further harm to patient and colleagues

breathing apparatus.

And while it is acknowledged that many people can work at sea with a well-controlled medical condition, she continued, Approved Doctors should be wary of assuming that a seafarer can be supported by onboard medical care in an emergency. Even with technology such as telemedicine now available, medical facilities and expertise vary enormously between vessels.

Evacuation, too, is not a 'get out of jail free' card and should only be considered as an option of last resort, as there is a risk of further harm both to the unwell seafarer and their colleagues once helicopters or ship-to-ship transfers become involved.

Asthma

The next speaker was Professor David Fishwick, an expert in respiratory health who is the chief medical adviser to the independent workplace regulator HSE in Great Britain and Northern Ireland. Prof Fishwick spoke about the risks associated with asthma, a very challenging condition which can seem mild and well-controlled but can kill patients in as little as 30 minutes from the onset of an attack.

Prof Fishwick shared information



about the risk factors for asthma, noting in particular that if a patient had previously had a hospital admission for the disease, this 'massively increases the chances of things going badly wrong again'.

However, he said that most seafarers with asthma would be fit to work. The key was education: making sure people with asthma knew how to control their illness with medication and by avoiding certain environmental triggers.



Rheumatoid arthritis

Professor David Isenberg is academic director of rheumatology at University College London and chair of Lupus UK's research committee. In his presentation, he spoke about whether a seafarer with the immune system disorder rheumatoid arthritis could be passed as fit to work, and identified the management of medicines as an important issue.

A seafarer taking a new medicine for rheumatoid arthritis should not be passed as fit, Prof Isenberg said, until a certain period has passed for assessing the medicine's effectiveness and ensuring there are no debilitating side effects. Approved Doctors should also consider how a seafarer on any rheumatoid arthritis medication will be able to access regular blood tests to check how the medicine is affecting the liver.



Cardiovascular disease

Dr Aditi Kumar was the next speaker, looking at the risks associated with cardiovascular disease (which includes heart attacks and strokes). Dr Kumar is medical advisor for the DVLA, the UK road vehicle licensing body, and is involved in the



Approved Doctors try to find a way to help candidates improve their health so they can pursue a sea career

interpretation and application of driving licence regulations in relation to medical fitness to drive.

Her presentation focused on the warning signs for doctors to look out for when assessing the risk of a candidate suffering a sudden and disabling event. For example, a person who has had peripheral arterial disease has a higher risk of cardiac events, as does a stroke survivor. Dr Kumar noted that a useful risk assessment test is to check whether a candidate's heart rate drops by 10 beats a minute when recovering after a timed period of exercise on a treadmill – any less than this and the person is at a higher risk of cardiovascular events.

Shipboard hazards and severe allergies

The final speaker was Captain Cate Heil, an examiner of master and mates whose role at the MCA includes providing advice to industry and seafarers on training and certification. She noted that the Work in Fishing Convention 2007 is now coming into force, requiring fishing vessel crews to have medicals for the first time, so Approved Doctors are likely to be seeing more candidates from this sector in 2020. Guidance on the medical fitness standards under the Work in Fishing Convention and its merchant seafaring equivalent, the Maritime Labour

Convention, can be found in the document MSN 1886 at www.gov.uk


In the rest of her presentation, Capt Heil encouraged Approved Doctors to think carefully about the particular hazards and challenges an individual seafarer can encounter onboard ship when making their decisions



about which medical certificate to issue. For example, would someone with arthritis in their hands be able to hold onto rails and keep themselves safe when going up and down ladders and steep steps?

She also noted that IMO safety training requirements are now tighter than they used to be, requiring seafarers to show every five years that they can fight a fire and right a lifeboat. And Approved Doctors should pay particular attention to the rise in allergies and intolerances, which can be difficult to deal with on many vessels and can pose an immediate risk to life.



This point was well understood by the doctors at the seminar, and when they were looking at their case studies, the only candidate they all agreed should be completely barred from working at sea was the case of an 18-year-old cadet who had previously been hospitalised with anaphylactic shock. The doctors were regretful about this, because they always try to find a way in which candidates can improve their health to pursue a career at sea, but they felt it was better for a young person to make an early change of course than to find out after their nautical studies that they would not be allowed to work onboard ship. 

APPROVED

They hold your seafaring career in their hands, but what are their backgrounds and qualifications? Three MCA Approved Doctors (ADs) who attended the November 2019 Maritime Health Seminar tell us more about themselves.

Dr Lesley Sowden – Cornwall

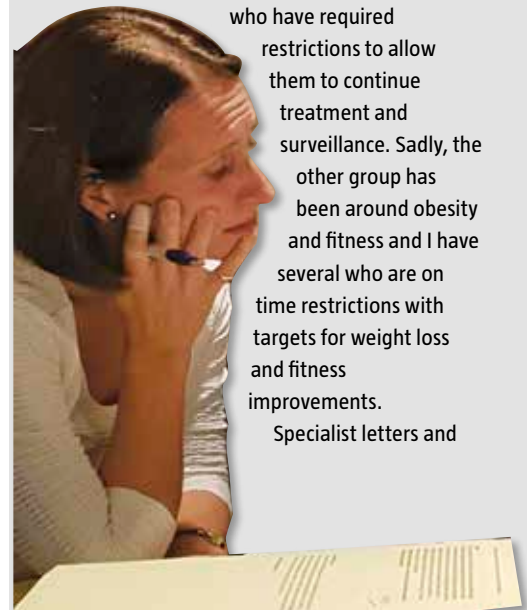
I come from a family of naval personnel and served in the Royal Navy for 16 years as a medical officer.

I studied in St Andrews and then Manchester University medical schools, joining the RN as a student in 1991. I qualified as a GP in 2000 and left the RN in 2007 to become a civilian GP in Cornwall and to have a family. I found out about Approved Doctors through a former AD who was retiring.

I work alongside another AD at our GP practice, I personally have appointments for four or five ENG1s per week.

The seafarers we see include those in the offshore sector, RFA, superyachts, cruise ships and the SERCO and Princess Yachts employees from the dockyard in Plymouth. We have seen few fishermen here to date.

I have had a number of seafarers recovering from cancer treatments who have required restrictions to allow them to continue treatment and surveillance. Sadly, the other group has been around obesity and fitness and I have several who are on time restrictions with targets for weight loss and fitness improvements. Specialist letters and



Dr Lesley Sowden at the November 2019 MCA Maritime Health Seminar

DOCTORS UNDER THE MICROSCOPE



reports are a real godsend when trying to make judgements about potential restrictions – whether imposing or lifting. I really enjoy talking to seafarers and learning about their careers and working environments. My RN time exposed me to lots of Naval humour and I find that most seafarers seem to share this view of life, which is fun and refreshing from what can become the daily grind of general practice. I would say to seafarers: do use us in the best possible way to improve your health and keep you medically safe. We are on your side!

Dr John Houghton – Liverpool

My father was a captain in the Merchant Navy and worked for PSNC & then Furness Withy, amongst others. During our childhood years we often visited him on the ship when in port in the UK, and even accompanied him on two voyages.

I qualified from Guy's Hospital Medical School in 1987 and became a GP in 1992. From 1998-2003, I was a medical officer in the RAF. I have been an NHS GP in a busy inner-city practice since 2003 and an AD since 2007, when somebody retired and the MCA advertised for a replacement.

I see two seafarers a week and complete an

average of 60 medicals a year. Seafarers are seen at our inspected and approved practice at the Ropewalks Medical Centre, which is in the centre of Liverpool, close to the Albert Dock. I have yet to do a medical on a fisherman but I have done medicals on all other groups of seafarers

In the last few years, the main reason I've had to declare clients unfit to go to sea or put restrictions on their ENG certificates is obesity. If they have a health condition, I'd advise candidates to bring copies of recent hospital letters together with any blood test results, scan reports and ongoing prescriptions.

What I like about being an AD is that it can be quite different to a GP consultation, in that seafarers are usually fit and well!

Dr Christopher Besse – South of France

I was brought up by the sea in France and encouraged by my father to get involved in boating and other waterborne sports.

I qualified as a doctor in London in 1981, became a flying doctor in East Africa soon after that and later returned to the UK to specialise in chest medicine before going into general practice for five years. I worked with

Médecins Sans Frontières in Iraq and the Balkans and subsequently the World Health Organisation, before co-founding the charity Merlin (now part of Save the Children), which recruited and sent volunteer health workers to disasters all over the world.


After this, I sailed round the world twice before starting a family and returning to live in the South of France in 2013. An old friend, Dr Patrick Ireland, asked me to join him in his bilingual general practice in Valbonne, and I also became an MCA Approved Doctor like him.

I see five seafarers on average per week, and nearly all our clients are from the superyacht industry. Very few of our seafarers are failed, mainly because we have a very young age set. Restrictions are invariably for intercurrent illness, surgery or injuries, colour blindness and severe allergy.

The main reason for 'failing an ENG1' that we encounter is people not realising that they have a problem: changes in vision, weight, blood pressure. Those who know they have longstanding problems usually bring necessary correspondence to substantiate their illness or risk factors.

The hardest thing is dealing with those that clearly know they have a problem and don't declare it on questioning. The difficult questions then ensue, and if abnormalities are then detected on examination, it becomes complicated!

Another issue is that this cohort of seafarers are unused to having any problem. They leave the examination to the very last moment and don't realise there can be a holdup due to something like deterioration in correctable visual acuity.

In general, I really enjoy meeting the seafarers and hearing about their travels. The superyacht industry is full of very interesting people who have interesting lives. The fact that most of them are young and fit makes the occasionally heavy workload tolerable. Another plus-point of being an AD is that the MCA is a very serious, responsible and professional organisation, and the people there are extremely helpful and easy to work with. 

▲
Dr Christopher Besse (above left) and Dr John Houghton at the November 2019 MCA Maritime Health Seminar
Images: Sarah Robinson

PEAK PERFORMANCE

The career of RFA commodore engineer David Smith has spanned the Falklands War, the Gulf War and the Ebola outbreak in West Africa. Having recently received the Merchant Navy Medal for Meritorious Service, the Nautilus member talks to **HELEN KELLY** about the successes and challenges of his working life and his plans for promoting maritime careers

Helen Kelly (HK): Tell us about your life before joining the Royal Fleet Auxiliary (RFA)

Commodore David Smith (CDS): I had always wanted to go to sea as an engineer from an early age. At the time the Queen Elizabeth 2 was being built, my father was working in John Brown's yard. I remember getting the day off school to go and watch her being launched (I still have the cine film my father took on the day) and that was it – I was hooked. It still gives me goose bumps when I watch that film with the guys hosing down the drag chains right in front of me and the sheer scale of what those people created.

HK: What do you do in a typical day in your job at the RFA?

CDS: My job is wide and varied by nature. I must ensure that the ships within the RFA flotilla and the Royal Navy's hydrographic and patrol flotillas are safe to operate. That's a lot of ships, and a lot of people are involved in the process.

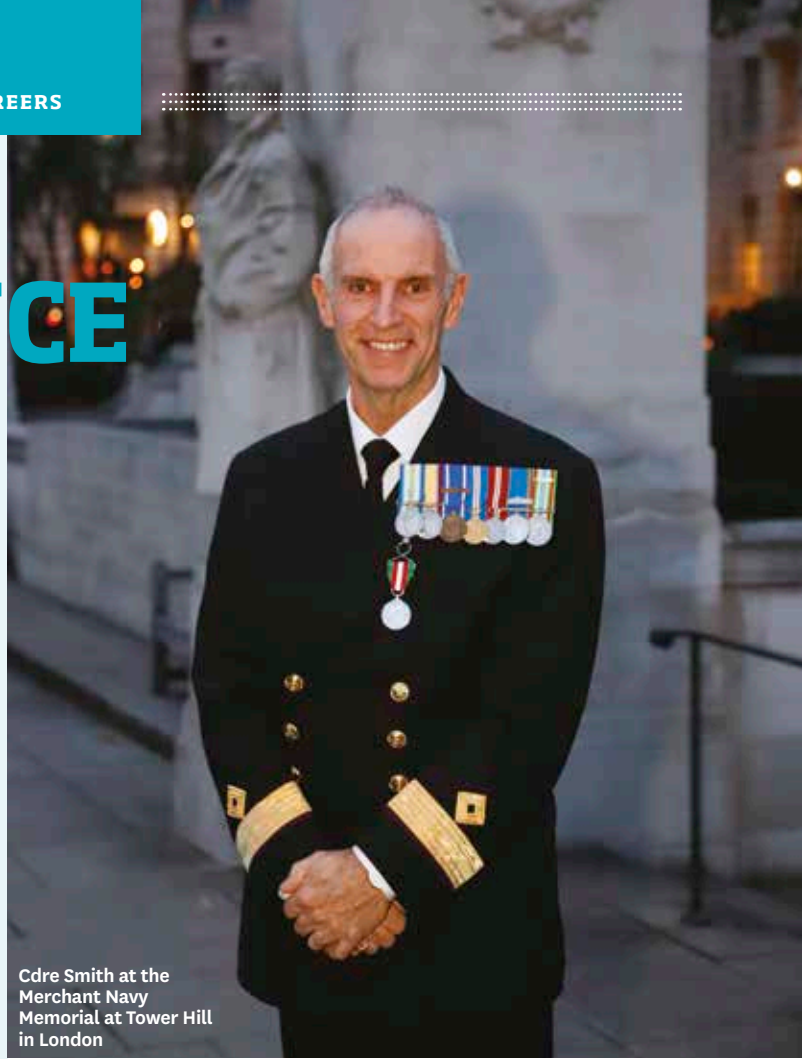
I have the ultimate responsibility for ensuring that the policies and procedures we employ result in ships being delivered to the operational commanders in a safe, capable condition and able to be sustained there whilst delivering their mandated military effect.

All of that must be achieved within time and to budget, whether it be a refit or fleet time maintenance period and through the regeneration to full capability afterwards.

The engineering is mostly relatively straightforward, but as any senior manager in any organisation will tell you, it's the people involved in all that process that take up most of your time and create the sleepless nights. Managing budgets, key performance indicators, various project milestones, making the hard calls in various safety related issues and managing some talented and very busy people fills my days and nights.

HK: What are your career highlights so far?

CDS: Well I suppose the Falklands War was my first



Cdre Smith at the Merchant Navy Memorial at Tower Hill in London

highlight, although it seems inappropriate to say so, as so many people lost their lives. For me, though, at that young age, it cemented in my own mind what the RFA was in existence to deliver. Working in a carrier task group for the first in what was to be many occasions was exciting as a young man, and there is a whole new generation out there about to experience that with our new carriers coming on line.

The Gulf War and the NATO operation in the former Yugoslavia were my first experiences in working in anger with foreign allied forces, which stood me in good stead when I was selected to be the first RFA officer to attend the Joint Services Advanced Command & Staff Course. This was a turning point in my career and gave me a real interest in world events and how governments and their armed forces interact with each other – again reinforcing the fact that I had joined an organisation that had a real sense of purpose.

Becoming a Chartered Engineer 12 years ago and achieving Fellowship of IMarEST is a considerable highlight for any marine engineer and I look back on that moment as yet another milestone.

HK: You were chief engineer on RFA Argus during the Ebola outbreak in West Africa; what did you learn from that experience?

CDS: It was one of the most worthwhile missions I have ever been involved in. Having no host nation support for six months was a challenge and real testament as to why

it is so important to retain the organic ability to be able to fix your own ship when it breaks down.

Shipping companies would do well to remember that and invest in the education and training necessary to achieve it. If you want to retain good quality engineers, give them the time, the spares, and the tools to fix things – it is why they joined in the first place.

I am immensely proud of the engineers who were there and what they achieved.

HK: You recently received the Merchant Navy Medal for Meritorious Service from HRH The Princess Royal. What does it mean to you to be recognised in this way?

CDS: My first ever shore appointment as a young second officer was as the RFA cadet training and recruitment officer. This sparked my interest in the world of academia, and the education and training of engineers.

As I became more experienced and worked my way up through the ranks at sea, I could see that there was a fantastic career here that we weren't selling all that well to young bright people looking for an exciting way to utilise their interest and ability as would-be engineers.

I made it my business to mentor those we had in the system and to show them what they could achieve in terms of variety and responsibility in order to retain them and to encourage them to tell others about their experiences. Many of them are chief engineers and chartered now, which is enormously satisfying.

Following my own success in achieving chartered status, I created the RFA Streamlined Route to Chartered Status and I have been actively promoting engineering careers in schools, colleges and universities ever since, as well as being a member of IMarEST's Professional Affairs and Education Committee. This has been done in my own time and it never once occurred to me to be paid for it or to receive any recognition for my efforts. I do it because I am passionate about engineering, so to be in receipt of such a prestigious award and to be nominated for it by my peers in the shipping industry is very humbling.

HK: What were your career challenges and how did you overcome them?

CDS: There have been so many, but let me tell you about the ongoing one that I fear I may not see the end of for some time yet. I have always been frustrated by the lack of

The Downing St reception in 2015 where prime minister David Cameron thanked armed forces and RFA personnel – including Cdre Smith – for their service tackling Ebola in Sierra Leone



'If you want to retain good quality engineers, give them the time, the spares, and the tools to fix things – it is why they joined in the first place'

Cdre Smith receives the Merchant Navy Medal for Meritorious Service in 2019 from HRH The Princess Royal at Trinity House in London Image: Mark Dalton

knowledge relating to maritime qualifications within our society and how they could map across to more widely known academic standards.

I set myself a challenge to do whatever I could to promote awareness of our knowledge, skills and experience. I have worked tirelessly with other like-minded people to promote the professional standing of marine engineers, both within the maritime industry and in wider professional engineering circles.

This has not been easy, as academia can sometimes be influenced by nothing more than intellectual snobbery and ironically, ignorance.

The 'chief's ticket' is still a relatively unknown quantity in the engineering profession and the academic and professional knowledge necessary to obtain one is still a mystery to many.


Having also obtained my master's degree 10 years ago, I am able to compare the work that is required to obtain both, and it is clear to me that the maritime-based qualification produces a more rounded and capable individual. As such, they are very valuable and increasingly rare beasts that we must do our utmost to retain within our industry. The remunerations packages we offer them need to reflect that, and that presents another ongoing challenge.

HK: What are your ambitions for the future?

CDS: I know it sounds like a bit of a cliché but I am now giving a lot of that back through my work with IMarEST and the Royal Academy of Engineering, where I am involved in promoting engineering as a career.

My plan is to do more of that in retirement and make our young talented people emerging from our schools and universities see that a career in engineering is far from boring and you can do some worthwhile 'stuff' for society along the way.

HK: Tell us one thing that people may not know about you.

CDS: I achieved one of my cycling goals two years ago and rode up Mont Ventoux in the Alps on my old mountain bike, passing quite a few people on their posh road bikes. The next challenge comes later this year when I attempt Alpe D'Huez. The following year will hopefully see me at the top of the Col du Tourmalet, which will complete all the big climbs I watched my heroes conquer in the Tour de France as a child. 

winter. It's one of three NMM community-led projects made possible by the National Lottery Heritage Fund and was achieved with a £1,200 grant.

The project was run by Navjot Mangat, the museum's exhibitions interpretation curator, with support from the NMM subject specialists. The numerous community volunteers working alongside Evelyn Voaden have included: seven students from North London Collegiate School; two retired naval nursing sisters from the QARNNS archive in Gosport; Jo Wisser, who produced a film about women bridge builders; museologist Janine Georg; maritime law expert Dr Miriam Goldby; and Denise Gravestock, a former Girls' Nautical Training Corps officer. As a freelance expert on sea women's history, I was the research advisor.

Our work at the NMM sits in the context of the international Decolonising the Archive movement, which Navjot Mangat explains as follows: 'The only way we can unlock the full potential of archives is to have them read, interrogated and researched by those that have a personal connection to them.'

'This NMM project was about making collections more accessible to those that have been historically marginalised. It was also to bring to the forefront the stories of those individuals in the archive that have long been ignored and overlooked, sometimes based on ethnicity, gender, class, sexual orientation and other factors.'

Meetings of the community research group took place on Saturdays in the NMM's Caird Library, with additional exchanges enabled by an Instagram group.

At stage one, the volunteer researchers debated which avenue to go down – toying with mermaids, sifting through wives of admirals, deciding Wrens and stewardesses had been overdone, and realising 'women marine artists' was too vague in gender terms.

The group finally decided its focus would be on: 'What roles did women play in maritime work, and where in NMM can evidence be found about them?'

Training was given in how to conduct archival research, as well as using sites such as Ancestry and Findmypast to flesh out basic information. For example, in order to find out more about sailmaker Winifred Lloyd, volunteer Jo Wisser went

HIDDEN WOMEN

In May 2019, the Telegraph carried an appeal for female maritime professionals to take part in a research project at the UK National Maritime Museum in Greenwich – delving into the archives for missing stories of maritime women. The project is now in its final stages, reports **DR JO STANLEY**, and the results have been fascinating

Amid the mighty white Thameside columns of Greenwich, the National Maritime Museum's (NMM) archives are treasures that reveal the extent to which maritime history was women's history too. Female shipbuilders, passengers, naval nursing sisters, yachties, wives, artists and – yes – seafarers have been uncovered in the vaults over the last six months by a group of dedicated volunteers.

Captain Evelyn Voaden, a Nautilus member for 15 years, is part of the community research team. She reports: 'Among the things I've found are maps that show where shipbuilder Widow Wyatt had her yard at Deptford, and Cape Horn Catherine Bridger's eight logs on the SV Penang – full of paintings and drawings.'

'As an "ordinary seaman", Catherine

Bridger sailed on Gustaf Erikson's wheat-carrying barques from Australia in the early 1930s,' explains Evelyn. 'So too did sailmaker and AB Winifred Lloyd, whose logs we've also seen in the museum.'

'What fascinates me is that 80 years ago Catherine recorded in her personal diaries – in her neat handwriting – all the things we would input today in our deck log, such as windspeed/direction, compass heading, variation and deviation, and courses made good, daily distance steamed and midday positions.'

'My favourite pen-portrait describes a sunny day sailing through the tropics while the ship's two cats play with loose threads on the canvas sails as the sailmaker makes repairs.'

The National Maritime Museum women's history project began in early summer 2019 and is ending this

▲
Nautilus member
Captain Evelyn
Voaden is part
of the NMM
community
research team

beyond the logs held in the NMM and gleaned extra information through rare interviews in local newspapers. Jo even contacted Winifred's niece in Canada to learn more about this exceptional woman.

'Winifred was clearly a valued member of the crew,' Jo points out. 'In her diaries, she talks affectionately of the officers and "boys" and finds it hard to leave the ship at the voyage's end.'

Outcomes

Among the tangible outcomes of the project so far are three folios of biographical case studies. The museum's education team will use these to inspire school students, and the case studies include:

- Gustaf Erikson's female seafarers such as Catherine Bridger and Winifred Lloyd
- First World War naval nursing sister Helen Fox Harvey, who served on hospital ships Albion and Queen Alexandra
- Widows in maritime business such as Abigail Nicholls, who petitioned the Lord High Admiral to be allowed to work as a 'chap' in her dead husband's anchorsmith business in 1690

Our group also sought to help future researchers to find books about women's past in the NMM library. Should these books be shelved together, or would that mean 'ghettoising'? Instead the group recommended visually distinguishing volumes of special interest to women, just as public libraries stick a helpful pink triangle on LGBT+ books.

Blogs are being drafted too. One – which can be found at tinyurl.com/Penelope-Steel – came about because the team uncovered an overlooked aspect of black women's maritime history.

The blog explains that **Steel's Navy List**, that 'bible' of the Royal Navy for nearly two centuries, would not have existed were it not for a woman of colour. The fortune that Mrs Penelope Steel, nee Winde, inherited from her slave-owner father in Jamaica helped fund the struggling London business of the man she married in 1786, David Steel – and he and his father-in-law used some of that money to publish Steel's Navy List.

Discovering the lives of figures like Catherine Bridger and Winifred Lloyd has been inspirational for the school-age

This NMM project was about making collections more accessible to those who have been historically marginalised



▲ Volunteers Janine Georg and Evelyn Voaden looking at 18th century shipyard plans Image: Navjot Mangat

volunteers. Freya Willmott, who plans to do a history degree, said: 'Many of us have studied the role of women during the nineteenth and twentieth centuries for our A-level course. We were therefore keen to understand the position of seafaring women in such a male-dominated profession.'


The volunteers from the QARNNS archive also had something particular to take away. They now have a template for further research into First World War seagoing QARNNS sisters and have highlighted the importance of QARNNS in maritime history.

What next?

In 2020, the next community research project at the NMM will focus on LGBT+ maritime history, and volunteers are now being recruited to take part.

Meanwhile, the women's maritime history group is starting to have its own independent life. Several events are being planned, including a link-up with WISTA (the industry association for female maritime professionals) and a collaboration with overseas museums about seafarers Winifred Lloyd and Catherine Bridger. Even a brief documentary may be in the offing.

So past and present come together and cross-fertilise. Evelyn Voaden says: 'Learning about the (sometimes hidden) women working the maritime world in the last five centuries has given me an insight into the valuable work of the National Maritime Museum, which does not just preserve our maritime history. It also tries to make that past relevant to present and future generations.'

'I hope our project work can help towards that goal, and to making the maritime past more accessible for girls and women visiting the museum.' 

More information about some of the topics raised in this article can be found at:
collections.rmg.co.uk
www.theladiesbridge.co.uk
www.decolonisingthearchive.com
tinyurl.com/Penelope-Steel

THE HEAT OF THE MOMENT

Seafarers have to undergo a fair bit of fire safety training in the course of their work, but what's it like to put that training into practice during a real emergency? **Sarah Robinson** asked a young Nautilus member who helped to put out an engineroom fire last year

It was the afternoon of 31 March 2019. The P&O passenger ferry European Causeway was at berth in the Northern Ireland port of Larne with 144 passengers and 57 crew onboard, preparing to leave for its usual crossing to Cairnryan in Scotland.

Suddenly, fourth engineer Michael Love noticed a problem. 'There was a high exhaust temperature on the forward generator,' he recalls, 'so I decided to change over to the aft generator and went out to investigate'.

Mr Love stopped another piece of machinery as a precaution, and then, on his way up the stairs, the lights went out and he could see smoke coming through the watertight door from the aft engineroom.

'As I got closer I saw a bright orange light that lasted a couple of seconds then went out,' he says. 'I tried to look into the space, but it was too dark and smoke-logged to see anything, so I set off the Hi-Fog [fire suppression system] over the aft generator and closed the watertight door. I then went into the control room and raised the alarm.'

At this point the alarm bells were rung and an announcement was made to evacuate the passengers onto the quayside. Mr Love and the other engineers on watch shut the quick closing valves and dampers, stopped the fans and tried to assess the situation via CCTV – although it was hard to make anything out.



▲ Nautilus member Michael Love, at work as a P&O Ferries fourth engineer

Shortly afterwards, third engineer Reece Mackenzie arrived, and he and Mr Love put on their compressed air breathing apparatus (BA) and fire suits. 'The engineroom team set up the hoses and we made an entry into the space,' says Mr Love. 'Fortunately, there wasn't very much to see as the Hi-Fog had taken care of any smoke or hot materials. After this the engine was fully isolated.'

Once the incident was over, Mr Love had to file a report to his chief engineer, and the ship was laid up for a few days while an investigation was carried out. 'We also had a temporary generator installed on deck until the aft generator was put back into service,' he remembers.

Mr Love tells the story in a very

matter-of-fact way, but this could have escalated into a major incident, and the professionalism of the two engineer officers was vital in ensuring a positive outcome. As their master Captain Paul Roche notes, an engineroom fire is the most serious of all fires onboard ship. 'It takes courage to stand and close a watertight door, which can take up to 10 seconds, while the space is on fire,' points out Capt Roche. 'It takes courage to enter an engine space on fire surrounded by flammable materials and fuel with the express intent of putting it out when they could have walked off the ship ashore.'

It helped that fire safety training was taken seriously on the European Causeway. 'I had completed the basic and advanced firefighting college courses,' says Mr

Love, 'and then trained in BA/firefighting numerous times during weekly drill while serving onboard.'

These regular onboard drills were vital to Mr Love's confidence when he was put to the test. 'The best thing for me I found in this situation (although the adrenaline helped too!) was familiarity with the fire suit and being able to don it quickly and properly. The one drill that sticks out in my mind is where we were timed on how long it took to get into the fire suit and BA.'

Many seafarers can go their whole careers without having a similar experience to Mr Love's, but a fire onboard could happen to any ship tomorrow. So what's the advice from someone who's been there? 'Know your equipment and act decisively.' **i**



SHIPS OF THE PAST

By Andrew Linington

The Glasgow-built Cunard liner RMS Umbria was a pioneer in several ways – including the use of refrigeration and experiments in the transmission of news telegrams by radio – but also goes down in history for being the last of its kind in other respects.

Built by the Glasgow company John Elder, Umbria and sistership Eturia were the last Cunard vessels to carry sails, the last Cunard mail steamers, the last single-screw vessels of any kind to hold the Blue Riband and the last North Atlantic express steamers to be fitted with compound engines.

Umbria attracted a lot of attention when launched in 1884. At 7,718 tons gross and 502ft loa, the vessel was the largest in regular service and the most powerful single screw liner ever built.

Umbria and Eturia cost £400,000 each – almost £50m in today's prices – and were designed with defence duties in mind, complying with Admiralty requirements for use as an auxiliary naval cruiser. It was a condition that half their crews should belong to the Royal Naval Reserve and that they, and the ship, should be ready for war deployment at one week's notice. Barely six months after coming into service, Umbria was pressed into action with the Royal Navy between March and September 1885.

Umbria had reached 20 knots on sea trials and took the Blue Riband for the fastest Atlantic crossing in 1887, with a passage from Queenstown to Sandy Hook of six days, four hours and 42 minutes – an average speed of 19.22 knots.

In July 1887 Umbria encountered a huge wave during a voyage to New York. The watchkeeping officer, 40ft above

the waterline, said he had been unable to see the crest; and the wave not only smashed the crow's nest to pieces, but also smashed the forward hatch and put out the white masthead light, some 60ft above the waterline.


In November of the following year, Umbria was involved in a collision with the French freight ship Iberia in foggy conditions off the US coast. A court ruled that Umbria was largely to blame for the accident, as it had been travelling too fast for the prevailing conditions.

In April 1890, RMS Umbria rescued the crew of the

Norwegian barque Magdalena, which was in trouble after hitting an iceberg in the North Atlantic. And in December 1892, Umbria ran into problems after the propeller shaft fractured during a severe gale mid-ocean. The engineers were praised for working for three days to carry out repairs to enable the vessel to reach New York safely.

Umbria had a second spell of military service in 1900, running for six months between Southampton and South Africa as a

troop carrier in the Boer War. In 1903 the ship was caught up in a bizarre bomb scare, when New York police received a warning that an explosive device had been placed onboard. A search uncovered a box containing 100lb of dynamite attached to a crude timed fuse. A note sent to the police claimed that this was the start of a Mafia war against British-flagged shipping.

Umbria made its final voyage early in 1910 and was sold for scrap to the Forth Shipbreaking Company after completing a total of 145 round trips across the Atlantic. 

Umbria attracted a lot of attention when launched in 1884. At 7,718 tons gross and 502ft loa, the vessel was the largest in regular service and the most powerful single screw liner ever built

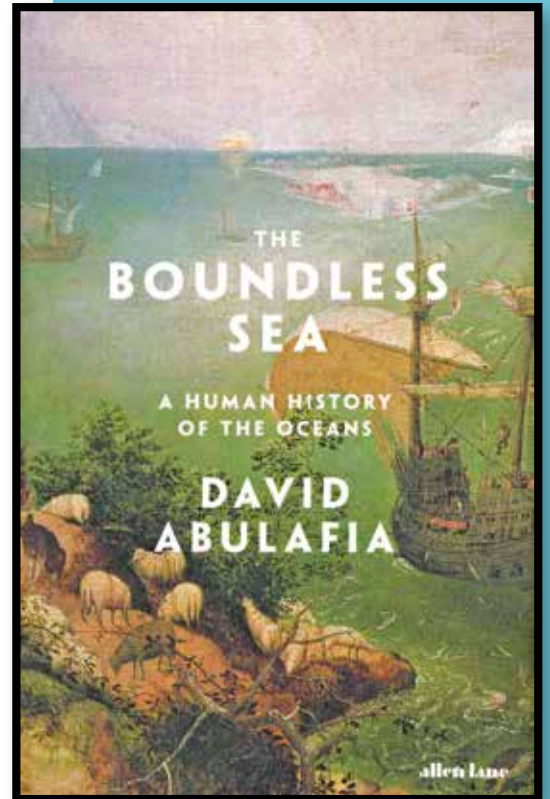
The world created by seafarers

The Boundless Sea

By David Abulafia

Allen Lane (Penguin Random House), £35.00

ISBN: 978 18461 45087



Back in 2011, David Abulafia wrote **The Great Sea**, an acclaimed history of the Mediterranean that placed seafaring at the centre of human development and civilisation. Clearly, Abulafia was just getting warmed up, because since then he has vastly broadened his horizons, and the result is **The Boundless Sea**, a maritime history of the whole world.

Humanity would not be what it is now without seagoing trade and communication, argues the author. From the earliest seafaring societies – the Polynesians of the Pacific – to today's industrial-scale international trade, the oceans have allowed the spread of ideas and religions as well as commerce.

There's a great deal to take in across the volume's 1,050 pages, but Abulafia seeks to make the history manageable by grouping the chapters into five different sections, each focused on a particular ocean or area of maritime development:

- Part one – The Oldest Ocean: The Pacific, 176,000 BC-AD 1350
- Part two – The Middle Ocean: The Indian Ocean and its Neighbours, 4500 BC-AD 1500
- Part three – The Young Ocean: The Atlantic, 22,000 BC-AD 1500
- Part four – Oceans in Conversation: AD 1492-1900
- Part five – The Oceans Contained, AD 1850-2000

Book of the month

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

Groups of glossy illustration pages set throughout the book also help the reader get to grips with the subject matter, as does the author's lively style. We often come across nuggets that prompt the thought 'Oh, that's interesting', as with the following reflections from Part four on small countries and their empires:

'The rise of once impoverished Portugal and the creation of a Portuguese commercial network stretching round half the world, from Brazil to the Moluccas, is already a surprise. Even more

of a surprise is the rise of Dutch naval and commercial power... The surprise comes not so much from the muddy, unpromising environment in which the Dutch operated as from the rapidity with which they supplanted the Portuguese in Asia and even for a time in South America.'

With this method of raising questions and pointing out unlikely historical developments, Abulafia whets our appetites and encourages us to read on to find out the answers. **The Boundless Sea** is not a light read, but neither is it a rarefied academic tome destined only for PhD students – and it has gained the backing of the mainstream publishing group Penguin Random House.

We should all welcome this opportunity to learn more about the maritime world in which we work, and celebrate the achievement of the author in bringing the story of seafaring to a wide audience. Take advantage of our Book of the month discount in the Nautilus Bookshop and immerse yourself in nautical history. 📖

Myth-busting book tackles Titanic tales

This fascinating title reminds us that conspiracy theories and media manipulation are nothing new – and, in the case of the Titanic, have helped to fuel popular myths about the circumstances and cases of the disaster.

Partly prompted by a master mariner friend, retired Royal Navy dental officer Noel Stimson has set out to separate fact from fiction by using the transcript of the British and US inquiries into the loss to demolish some of the most outlandish misconceptions, such as the sinking being staged as part of an elaborate insurance scam.

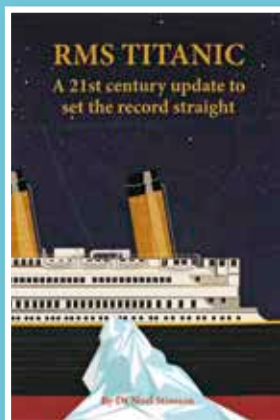
Dr Stimson assembles a strong case to support his contention that the owners and builders were guilty of complacency in their conception of the ship as ‘unsinkable’ and their decision to equip Titanic with only 20 lifeboats instead of the originally planned 64.

He also makes a firm defence of the roles played by the ship’s seafarers – and

notably the master, lookouts and radio operators – as well as critiquing White Star Line’s ‘miserable’ failure to ensure proper emergency training for crew.

However, he argues, a crucial factor behind the loss of so many of those onboard was the master’s decision to agree to the ‘half-baked’ proposal by White Star’s chairman J. Bruce Ismay to attempt to take the damaged vessel to the port of Halifax. Curiously, he notes, this failed to form part of the official narrative set by the two inquiries.

The Titanic disaster has spawned a seemingly endless flow of books looking at every angle of the loss. However, this one does a better job than many and poses some questions that remain relevant to shipping safety today. **i**



RMS Titanic: A 21st century update to set the record straight

By Dr Noel Stimson

Paperback, £10 (available in the Nautilus Bookshop)

ISBN: 978 19996 92308

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

- Go to www.marinesocietyshop.org/nautilus-bookshop to purchase reviewed titles online and browse a selection of recent releases. One of our reviewed titles is designated ‘book of the month’, and will be available at a special discount.
- You can also call the Marine Society Shop team on **+44 (0)20 7654 7012** to order titles over the phone with a debit or credit card.

Pacey novella recalls colonial times in more ways than one

Marie of Gizo is a short novella steeped in colonial history that loosely follows in the tradition of James Clavell’s Asian Saga novels.

The story focuses on a rag-tag bunch of ex-pats who have washed up post-

Second World War on the British Solomon Islands – one of the last unspoiled Pacific paradises, facing an uncertain future as self-government is achieved.

In a trope typical of the colonial genre, the title character Marie is a young local beauty married to an older British captain who enjoys the ‘exotic island

women’ while refusing to legitimise the relationship ‘back home’ in an unforgivingly xenophobic society. This tension between colonised and colonisers plays out across the narrative and sets the scene for the final denouement.

A warning to those unfamiliar with this genre: some of the characterisation may make for uncomfortable reading and female characters are deeply sexualised.

But at 124 pages of easy to read and well-spaced text, this tale of ‘missionaries, colonial officials, traders and Australians on the run’, is fast-paced and edgy, with a sense of tight foreboding that permeates. **i**



Marie of Gizo and Other Stories of the Solomons

By William Gilbert

Paperback, £5.99 (available in the Nautilus Bookshop)

E-book version sold on Amazon Kindle US

ISBN: 978 16894 63492

NAUTILUS BOOKSHOP



telegraph

DOE MEE EN MAAK KANS OP MOOIE PRIJZEN

Samen staan we sterker

NAUTILUS/FNV WATERBOUW LEDEN WERVEN NIEUWE LEDEN

Hoe meer leden, hoe sterker we staan als maritieme vakbond. Daarom start Nautilus/FNV Waterbouw op 15 januari a.s. de Nautilus/FNV Waterbouw ledenwerfactie. 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 aanbrengen van een nieuw lid, wordt tijdelijk stopgezet tijdens de actieperiode.

Kapitein Joris van Vuuren: 'goed uitleggen waar de bond voor gaat en staat'

'Hoe ik probeer nieuwe Nautilus leden te werven? Nou, vaak als de Telegraph aan boord komt.

Of als er bijvoorbeeld per email een nieuwsbrief van Nautilus over de cao onderhandelingen binnenkomt. Dat print ik dan uit en leg ik op de brug neer. Dat zijn dan vaak de momenten, dat ik ook tijdens pikheet niet-Nautilus leden betrek bij het werk van de vakbond. Dan kun je ook nog eens uitleggen waar we als vakbond voor gaan en staan. Dan wijs ik bijvoorbeeld jonge collega's op die artikelenreeks 'NAUTILUS STAAT VOOR U KLAAR'. Daar worden altijd zaken in behandeld hoe Nautilus opkomt voor de leden, als ze in de problemen komen. Want, het lijkt



Kapitein Joris van Vuuren

wellicht een cliché, maar dan zeg ik: 'Samen staan we sterker'. Ik zou er ook niet aan moeten denken dat er geen vakbond meer is. En je zelf over je arbeidsvoorwaardenpakket moet gaan onderhandelen. Daar heb je toch de specialisten van de vakbond voor nodig...'

Scheepjongens van Bontekoe

Aan het woord is kapitein Joris van Vuuren. Al sinds hij de hogere zeevaartschool Amsterdam gediplomeerd verliet, werkzaam voor de Spliethoff Group. 'Of ik al jong zeeman wilde worden? Dat kun je wel zeggen ja. Toen ik als jongetje van 10 het boek 'De scheepjongens van Bontekoe' had gelezen, was ik verkocht. Dat wilde ik ook! Alleen kwam ik er toen achter dat er geen scheepjongens meer aan boord waren. Toen wilde ik loods worden.

Maar daarvoor moest je eerst je zeevaartschool diploma hebben. Plus een aantal jaren ervaring met varen. We zijn nu ruim 25 jaar verder en ik ben echter nog altijd geen loods. Het 'ver weg varen' bevalt me nog steeds te goed. Binnenkort vlieg ik weer naar Brazilië om daar aan boord te gaan. Richting China. Daarna kijken we verder... machtig toch?' Of ik nog nieuwe leden ga werven tijdens die trip? We gaan het zien, onlangs heb ik er nog eentje aangemeld.

Als elk Nautilus lid er eentje zou aanmelden, dan komen we aardig in de richting toch...?

Ik vind eigenlijk dat iedereen aan boord gewoon lid moet worden van de vakbond!'

'Samen
staan we
sterker'

BRUNCHEN OP DE EUROMAST? RONDVAART LANGS KINDERDIJK?

BED & BREAKFAST IN EEN FORT?

Deze prijzen kunt u winnen:

Hoofdprijzen/keuze uit:

- Brunchen op de euromast
- Slipcursus: leuk én leerzaam!
- Wijnproeverij in het hart van Maastricht
- Romantisch varen door Giethoorn

Kleine prijzen = Waardebon van 25 euro of keuze uit:

- VR race experience
- Rondvaart langs de Kinderdijk
- Romantiek in de hoogste sauna van Nederland

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

Extra prijs voor een lid dat de meeste leden heeft gescoord! Dit lid kan kiezen uit:

- Bed & Breakfast in een Fort
- Moonlight Uilen Workshop
- Rondleiding én diner op het ss Rotterdam

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

Als u als lid van Nautilus/FNV Waterbouw een nieuw lid werft, dient u uw eigen gegevens, naam, lidnummer en postcode te vermelden op het aanmeldingsformulier van het nieuw geworven lid.

Wanneer het nieuwe lid vervolgens zijn eerste maandcontributie daadwerkelijk betaald heeft (en dit bedrag niet wordt teruggehaald door zijn/haar eigen bank), gaat u meedingen naar de speciale actieprijs. 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 inkomen (loon en WW/WIA uitkering) en



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

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, riviercruise personeel, docenten op zeevaartscholen, maritiem advocaten en zelfs ook varende medisch personeel.

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

Spetterende opening studentenhuysvesting Nova College Maritiem IJmuiden

Via het leeggooien van een emmer zout water, aangengend met champagne, tegen het nieuwe gebouw voor studentenhuysvesting, opende KVNR directeur Annet Koster op 5 november jongstleden op feestelijke wijze het pand KS7, dat plaats biedt aan ruim 40 Marof MBO studenten van het Nova College Maritiem in IJmuiden. Ook Binnenvaart studenten kunnen er tijdelijk verblijven. Student en bewoner Daan Tol hielp haar met het aanlengen van het zoute water met de vrolijk bubbelerende champagne. Daarna konden de genodigden zelf een kijkje nemen in het fraaie, naast de school gelegen complex. Nautilus communicatie adviseur Hans Walthie, die namens Nautilus ook regelmatig gastlessen verzorgt op het Nova College, was ook van de partij.

Midden in de maritieme wereld

In zijn openingspeech gaf Nova College directeur Arjan Nieuwenhuizen aan 'apetrots te zijn' op wat we hier 'in goede samenwerking met alle betrokken partijen hebben neergezet'. Arjan Nieuwenhuizen: 'Bijna 115 jaar na de start van de maritieme opleidingen in IJmuiden kunnen onze studenten nu studeren én wonen aan zee.'




Hiermee staan ze nu nog meer midden in de maritieme wereld. En leren ze gelijk al als een soort community met elkaar te wonen en te werken/studeren onder één dak. Zo krijgen ze gelijk een voorproefje hoe het er ook aan boord aan toe gaat als ze straks op stage gaan en daadwerkelijk gaan werken.' Ook de burgemeester van Velsen, Frank Dales, sprak van een 'optimale samenwerking' tussen school en gemeentebestuur en -ambtenaren. 'De lijntjes hier zijn kort en dat maakt ons gezamenlijk slagvaardig.'

Goed opgeleide maritieme mensen nodig
KVNR directeur Annet Koster feliciteerde

de studenten en de schoolleiding en stelde 'ontzettend blij' te zijn met de nieuwe studentenhuysvesting. We hebben goed opgeleide maritieme mensen nodig. En ik ben er tevens van overtuigd dat dit nieuwe concept van 'studeren en wonen aan zee' ook de ouders van toekomstige studenten zal inspireren om hun kinderen zich bij deze school te laten inschrijven.'

'Super naar mijn zin hier'

Trotse eerste bewoners Liam Hermans, uit Eindhoven, en Kjell Kok, uit Monster, laten even later trots hun kamer zien. 'Ik heb het hier super naar mijn zin', zegt Liam. 'Ik ben op meer zeevaartscholen wezen kijken, maar het kleinschalige hier en de mooie, nieuwe woon- en studeerplek spraken me gelijk aan.' Ook Kjell was 'gelijk om' toen hij via internet aan het speuren was naar zijn nieuwe studieplek. 'Ik wilde ook graag op mezelf wonen. En tegelijkertijd studeren. Dat kan hier prima. Bovendien stimuleer je elkaar ook nog eens. Door met elkaar dingen aan te pakken. En dan hebben we bovendien nog een mooie deal met de sportschool hiernaast. Super cool!' 

Laura Dekker opent nieuw Technieklokaal Maritieme Academie Harlingen

Op 28 november 2019 werd op de Maritieme Academie te Harlingen een nieuw leslokaal Techniek geopend. Niemand minder dan onze wereldbekende solozeilster Laura Dekker verrichtte de opening! De opening werd bijgewoond door tal van genodigden uit het maritieme- en technische bedrijfsleven. Ook Nautilus vlootbezoeker en gastlessengever Peter Jager was van de partij. Nautilus geeft regelmatig gastlessen op de Maritieme Academie.

Iedereen werd hartelijk welkom geheten door directeur Arjen Mintjes. Hij lichtte het belang toe van modern, technisch lesmateriaal in het VMBO-onderwijs, met het oog op de automatiseringsontwikkelingen in techniek, waaronder de scheepvaart. Na zijn welkomstwoord sprak Laura Dekker, bekend door haar solo zeilreis rond de wereld ruim 9 jaar geleden, de genodigden enthousiast toe.

Jongeren leren zeilen op zeewaardig zeilschip

Laura is actief met jongerenproject Laura Dekker Sailing Foundation. Daarbij is het de bedoeling




om aan boord van een te bouwen zeewaardig zeilschip van 24 meter, jongeren van twaalf tot en met zestien jaar te leren zeilen. Waarbij het dan vooral zal gaan om teamwork, communicatie en het 'jezelf leren ontdekken en ontwikkelen'. Voor jeugdigen erg nuttig, zij zijn immers de toekomst. Laura hoopt dat de Maritieme Academie haar kan helpen om het project door middel van sponsors uit het bedrijfsleven te gaan opzetten.

De wereld van hydrauliek, pneumatiek en elektrotechniek

Aansluitend verrichtte Laura, samen met twee

VMBO-leerlingen, de feitelijke opening van het nieuwe leslokaal. Dit technieklokaal is bedoeld voor de opleiding VMBO Maritiem en Techniek. Leerlingen worden hier wegwijs gemaakt in de wereld van hydrauliek, pneumatiek en elektrotechniek. Uniek is dat leerlingen binnen het bestaande onderwijssysteem de ruimte krijgen om eigen ideeën te kunnen uitwerken. Een aantal leerlingen van 14 en 15 jaar demonstreerden de genodigden zelf bedachte technische systemen, met gecombineerde hydraulische, pneumatische en elektrobsturingstechnieken.

Sterk Techniek Onderwijs

De Maritieme Academie timmert hard aan de weg om het techniekonderwijs voor VMBO-leerlingen verder te ontwikkelen, door hierin meer te gaan investeren. In 2020 zal de school meedoen aan het initiatief Sterk Techniek Onderwijs, waarbij het gaat om meer aandacht te schenken aan techniek in het basisonderwijs. Ook Nautilus participeert in dit project. Met name ook door het geven van speciale gastlessen hierover. 

Altijd naar je moeder luisteren?

Veel van de bezoekers aan de open dag van het Scheepvaart en Transport College (STC) leek het wel wat: een toekomst in de maritieme wereld. Op vrijdagavond 15 november 2019 stroomden jongeren vanuit de wijde omgeving binnen aan de Lloydstraat in Rotterdam om zich daar te verdiepen in hun toekomstmogelijkheden. Er waren diverse voorlichtingsbijeenkomsten, vele vertegenwoordigers van rederijen om te spreken en natuurlijk kon ook de stand van Nautilus International bezocht worden.

Ook lid worden?

Zowel stagezoekende studenten als studietoekende jongeren met hun ouders kwamen bij ons langs voor een praatje en gingen weg met meer kennis over de vakbond en het lidmaatschap. 'Dat is nu nog niet zo passend, maar zodra je echt aan de slag gaat is dat wel heel handig om achter de hand te hebben', zo concludeerde de moeder van een jonge studietoekende. En dat is natuurlijk een advies waar wij het als Nautilus niet helemaal mee eens zijn...want Nautilus biedt een aantrekkelijk lidmaatschap voor studenten en stagiairs tegen een gereduceerde prijs. Meer weten? Kijk op onze website:

www.nautilusint.org/nl/word-lid/ 

Sint en Piet bieden petitie aan bij Van Oord

Op 2 december 2019 kwamen Nautilus/FNV Waterbouw en CNV in actie tegen Van Oord. De bonden boden de maritieme dienstverlener een petitie aan die massaal is ondertekend door de werknemers. Die maken bezwaar tegen de aantasting van hun arbeidsvoorwaarden bij het bedrijf, stap voor stap, jaar na jaar. Daarbij duldt Van Oord geen tegenspraak van werknemers of hun vertegenwoordigende vakbonden en drukt het eenzijdig de verslechtingen door. Met name het Buitenlandcontract van het bedrijf kan op kritiek rekenen.

Afschaffen recreatiedag

FNV Waterbouw voorzitter Charley Ramdas somt de verwijten aan Van Oord bondig op: 'Het bedrijf wil de recreatiedag afschaffen; dat is de doorbetaalde vrije dag waar werknemers gebruik van kunnen maken als zij zes weken lang in het verre buitenland werkzaam zijn, om even aan wal 'bij te tanken'. En de werkgever wil de opgespaarde verlofdagen ieder kalenderjaar uitbetalen, voorheen konden werknemers deze voor een bepaald doel opsparen; hier wil Van Oord een eind aan maken. Tegelijkertijd wil het bedrijf over veertien verlofdagen van de werknemer kunnen beschikken om leegloop (wat een bedrijfsrisico is) op te vangen.'

Eenjarig contract met fatsoenlijke loonsverhoging

De bonden hebben voorgesteld om een eenjarig contract af te sluiten, met een fatsoenlijke loonsverhoging. Immers, de werknemers die in het buitenland werkzaam zijn, staan al drie jaar op de nullijn. Gedurende het voorgestelde eenjarige contractjaar willen de bonden met werknemers op de vloot in gesprek gaan over alternatieven. Van Oord weigert hierop in te gaan en gaat nu via de OR zijn wil opleggen. Daarom besloot ook Sinterklaas het voor de werknemers op te nemen. Hij meldde zich met zijn Pieten bij het hoofdkantoor aan de Schaardijk in Rotterdam. Daar waren veel werknemers die normaliter buitengaats aan het werk zijn bij elkaar om de plannen van het bedrijf voor het komend jaar door te spreken. Aan de poort werd ieder die arriveerde geïnformeerd.

Veel pers aandacht

Ook de pers liet zich niet onbetuigd. Onder meer het AD, FD, RTV Rijnmond en Nieuwsblad Transport besteedden veel aandacht aan de actie. Het AD nam zelfs nog een stukje uit het Sinterklaas gedicht op:

'Haal iedereen uit de bagger en kom tot inkeer Van



Oord. Dan zijn werknemers niet langer bang en voelen zij zich gehoord'.

CEO Pieter van Oord liet verstek gaan, maar volgens Van Oord-woordvoerder Robert de Bruin behoren de arbeidsvoorwaarden van het bedrijf nog steeds tot de 'top van de industrie'. Wel beloofde Van Oord de petitie te gaan bestuderen en binnenkort met een reactie te komen naar de bonden.


Stand van zaken

Zoals bekend heeft Van Oord de onderhandelingen over het buitenlandcontract met de bonden in het najaar afgebroken. Aan de vakbonden is toen medegedeeld dat Van Oord zij zich over de ontstane situatie zou beraden.

Officieel weten de vakbonden nog steeds van niets, zelfs na een schriftelijk verzoek om een reactie heeft Van Oord niets laten weten. Wat is er ook alweer gebeurd? Voor de zomer werd na 3 jaar eindelijk weer onderhandeld over het Buitenlandcontract met Van Oord.

FNV Waterbouw zette in op een loonsverhoging van 2,5% jaar per jaar (2017 t/m 2020). Dit zou ook moeten gelden voor de mensen met een vlootstafcontract. Daarnaast was onze inzet erop gericht om het Buitenlandcontract ook van toepassing te laten zijn voor de mensen in de Offshore Wind. Van Oord weigerde echter om in te gaan op onze punten. Tegelijkertijd legden zij hun verslechtingsvoorstellen op tafel.

Vervolgacties

Zoals gebruikelijk hebben wij de voorstellen van Van Oord aan onze leden voorgelegd. Uit de honderden ontvangen reacties bleek daar geen draagvlak voor te zijn. Met name het eenzijdig willen afschaffen van de recreatiedag bleek erg gevoelig te liggen. Mocht ook dit 'petitie-signaal' door Van Oord aan de laars worden gelapt dan zal FNV Waterbouw met haar leden door blijven gaan met vervolgacties. 

'Veel pers aandacht voor deze geslaagde actie'

LEDEN EN HUN WERK

NAUTILUS STAAT DAG EN NACHT VOOR U KLAAR

Een nachtje meevaren met het MS. Titan

Om aan de lijve te ondervinden wat het werk aan boord van een sleepboot inhoudt, stapte Nautilus adjunct bestuurder Jos Hilberding op 13 november 2019, aan de Capriweg steiger in het westelijk havengebied van Amsterdam, om 19.00 uur aan boord van het ms. Titan van rederij Svitzer Euromed. Een verslag:

'Om 19.00 uur werd ik welkom geheten door de afstappende ploeg, de Titan is namelijk een 24-uurs boot. De 'verse' kapitein, wtk en bootsman waren ook al aan boord.

'We krijgen het druk', zei kapitein Erik, 'met maar liefst 5 boten'. In afwachting wat er ging gebeuren, werd ik in de kleine en knusse messroom geplaatst met een bakkie troost.

In het kader van 'familiarization' kreeg ik vervolgens een rondleiding op het schip. Een super schone machinekamer waar je van de grond kan eten. Twee caterpillars van 2x 2100 KW stonden hier te pronken, met een BP* van 72 ton.

*Bollard Pull geeft vooral de trekkracht van de sleepboot aan.

Commandocentrum: veel toeters en bellen

Verder ben ik natuurlijk in het stuurhuis geweest: het commandocentrum. Met ontzettend veel toeters en bellen, waar een landrot als ik niet weet wat al die instrumenten en getallen betekenen. Al varende kwam ik daar natuurlijk wel achter.

Wat verder opvalt is het hechte team: de kapitein, de machinist (die opgeleid wordt tot



kapitein) en de bootsman. De 'kameraadschap', als ik het zo mag noemen. Je moet immers blindelings op elkaar kunnen vertrouwen.

Onze eerste klus was het 'verhalen' van een chemicaliëntanker. Wij moesten achter vast maken. Het 'verhalen' duurde ruim 2 uur. Waarbij de Titan het schip over stuurboord naar de wal moest slepen en uiteindelijk gedurende een lange tijd, terwijl de KP'ers (Koperen Ploeg) de trossen vastmaken, het schip tegen de kant duwt. Alles gebeurt natuurlijk op instructie van de loods. Gewoon in het Nederlands dus.

4-2-2

Wat opmerkelijk is, is het jargon dat over de marifoon klinkt. 10 Erbij, betekent 10 ton duwen of slepen. 4-2-2 Is geen voetbalopstelling, maar 4 trossen achter, 2 opzij en 2 springs voor.

KP1 is een vlet van de Koperen Ploeg (in Rotterdam: De Roeiers).

Slepen van een tanker

De volgende klus was het slepen van een tanker, die net door de sluisen bij IJmuiden was gekomen. Ter hoogte van de Veerpont bij Assendelft zagen wij onze klant halverwege het Noordzeekanaal ons tegemoet varen.

Een spannend gebeuren, waar wij recht op het schip afvaren. Eenmaal op enkele meters afstand voeren wij 6 knopen achteruit en de tanker, die wij moesten slepen, met dezelfde snelheid vooruit.

Alsof we nu stil lagen. Met de Bootsman voorop, die een touwtje aanneemt en al heel snel met gekruiste armen aangeeft dat er een verbinding was ontstaan en er gesleept kon worden.


Waarbij de loods de snelheid, alsmede hoeveel er getrokken kan worden, aangeeft. Achterop had MS. Typhoon vastgemaakt. Hierna hadden wij nog twee klussen. Een sleep- en een verhaalklus. Het vijfde schip haalden wij niet in verband met storing bij de sluisen in IJmuiden.

Een zwaar beroep

Al met al 12 uur meegevaren. Want al hoeft ik niet veel te doen, het is erg vermoeiend.

De bemanning moet daarentegen bijzonder geconcentreerd zijn en is vooral afhankelijk van de instructies van de loods (en natuurlijk de kapitein aan boord van de sleepboot).

Het eindeloos wachten en toch alert zijn, is het meest vermoeiende. Een van de redenen voor mij om mee te varen was om te kijken of dit tot de zware beroepen gerekend kan worden in de landelijke pensioendiscussie die nu gaande is en waarbij Nautilus ook, via de FNV, is aangehaakt. Los van of er overdag of 's nachts gevaren wordt... kan ik volmondig bevestigen dat het werk van een sleepboot bemanning tot de zware beroepen behoort.

Om 7.00 uur stapte ik weer in de auto. Het duurde twee dagen voordat ik weer in mijn gewone (landrot) ritme kwam. 

Jos Hilberding
Adjunct Bestuurder Nautilus



Dienstverlening Nautilus International en FNV Waterbouw

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

Dit keer betreft het:

Nieuwe Arbeidswet (Wet Arbeidsmarkt in Balans) WAB 1 januari 2020 in werking getreden

Tot 1 januari 2020 gold de WWZ (Wet Werk en Zekerheid), die op 1 juli 2015 in werking was getreden. Vanaf 1 januari geldt de nieuwe arbeidswet WAB (Wet Arbeidsmarkt in Balans).

Hieronder de belangrijkste punten en wijzigingen van de nieuwe wet WAB ten opzichte van de huidige wet WWZ op een rij:

Ketenregeling

Tot 1 januari 2020 was er op grond van de WWZ sprake van een arbeidsovereenkomst voor onbepaalde tijd na 24 maanden dienstverband.

Vanaf 1 januari 2020 is er op grond van de WAB pas sprake van een arbeidsovereenkomst voor onbepaalde tijd na 36 maanden dienstverband.

Na elke contractloze periode van 6 maanden gaat een nieuwe keten lopen: dit blijft dus ongewijzigd.

Ter verduidelijking: als uw contract afloopt en binnen 6 maanden krijgt u een nieuw contract, dan is dus sprake van een aaneengesloten keten, die geldt als een aaneengesloten dienstverband.

Na 36 maanden dienstverband of het 4e contract is er dan sprake van een contract voor onbepaalde tijd.

Het duurt met de nieuwe arbeidswet

dus langer -36 maanden in plaats van 24 maanden- om in aanmerking te komen voor een arbeidsovereenkomst voor onbepaalde tijd, tenzij u eerder een 4e contract aangeboden krijgt. Ook in dat geval ontstaat bij het 4e contract een contract voor onbepaalde tijd. Of wanneer de werkgever vrijwillig eerder een arbeidsovereenkomst voor onbepaalde tijd aanbiedt.

Transitievergoeding

Onder de WWZ wetgeving ontstond het recht op een Transitievergoeding eerst na 2 jaar dienstverband. Onder de nieuwe WAB ontstaat dit recht op Transitievergoeding vanaf de eerste gewerkte dag.

De opbouw van de Transitievergoeding onder de WWZ was 1/3 maandsalaris per gewerkt jaar en na 10 jaar dienstverband 1/2 maandsalaris per gewerkt jaar. De Transitievergoeding bedraagt onder de nieuwe WAB 1/3

maandsalaris per gewerkt jaar.

De opbouw van 1/2 maandsalaris per gewerkt jaar na 10 jaar dienstverband komt daarmee te vervallen. Ook na 10 jaar dienstverband blijft de opbouw 1/3 maandsalaris per gewerkt jaar.

Tenslotte vervalt ook de overgangsregeling voor oudere werknemers. Hierbij hadden werknemers ouder dan 50 jaar en langer dan 10 jaar in dienst vanaf hun 50e jaar recht op 1 maandsalaris per gewerkt jaar.

De Transitievergoeding wordt dus onder de nieuwe WAB voor oudere werknemers lager.

Ontslagrecht

Er moet net als bij de WWZ nog steeds een redelijke grond zijn voor ontslag zoals in artikel 7:669 BW is bepaald, maar er wordt een nieuwe redelijke ontslaggrond sub i aan toegevoegd. In deze ontslaggrond kunnen meerdere ontslaggronden worden

gecombineerd om tot een

redelijke grond voor ontslag te komen. Dit vergroot de kansen voor de werkgever om tot een redelijke ontslaggrond te komen. Immers voorheen konden de ontslaggronden niet worden gecombineerd, maar moesten ieder voor zich zelfstandig een redelijke grond voor ontslag

opleveren. Om dit te compenseren ontvangt de werknemer bij ontbinding van de arbeidsovereenkomst op grond van de sub i-ontslaggrond een extra transitievergoeding van maximaal 0,5 dus in totaal 1,5 de Transitievergoeding in plaats van 1x.

Oproepkrachten

Oroepovereenkomsten stonden in de WWZ niet als zodanig in de wet vermeld.

In de nieuwe WAB staan deze overeenkomsten vermeld in artikel 7:628a BW.

Oproepkrachten mogen een oproep weigeren wanneer het tijdstip, waarop u werkzaamheden moet verrichten niet minimaal 4 dagen van tevoren bekend is gemaakt.

Wanneer de werkgever de oproep daarna binnen 4 dagen voor aanvang van de werkzaamheden geheel of ten dele intrekt, is de werkgever daarover loon verschuldigd.

Na 12 maanden moet de werkgever een contract aanbieden voor een vaste arbeidsomvang gelijk aan het gemiddeld aantal gewerkte uren over die 12 maanden.

De positie van oproepkrachten wordt hiermee verbeterd.

Meer informatie: neem snel contact op met Nautilus!

Wij kunnen ons voorstellen dat u als lid vragen heeft over de nieuwe WAB. Vanzelfsprekend kunt u in dat geval altijd snel contact met ons opnemen! Via tel. 010-4771188 of infoln@nautilusint.org 

Meer informatie hierover? Neem snel contact op met Nautilus!

LEDEN EN HUN WERK

Nautilus, VWH en Spliethoff bereiken overeenstemming over tweejarig CAO akkoord

'In de CAO onderhandelingen tussen de Vereniging van Werkgevers in de Handelsvaart (VWH), Spliethoff en Nautilus International werd op 18 november 2019 overeenstemming bereikt over een tweejarige CAO. **Nautilus vice-voorzitter Sascha Meijer:** 'Na een aantal magere jaren hebben we naar onze mening een goed resultaat afgesloten. Dit lukte mede door de inzet van veel betrokken kaderleden, onze ogen en oren op de werkvloer. Zij hebben massaal leden geworven en input en informatie gegeven, zodat wij sterk stonden in de onderhandelingen.'

Belangrijkste afspraken

De CAO loopt van 1 januari 2020 tot en met 31 december 2021. Een overzicht van de belangrijkste afspraken:

Loonsverhoging: 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%.

Pensioen: Ten aanzien van het pensioenpremietekort voor 2020 zijn ook afspraken gemaakt.

Caopartijen hebben met elkaar en met de Vereniging Sociaal Maritiem Werkgeversverbond (SMW) afgesproken dat voor de dekking van het voorziene premietekort in 2020, bij handhaving van het huidige opbouwpercentage van het ouderdomspensioen

en het nabestaandenpensioen, het premie-egalisedeot (met hierin 1,25 miljoen euro) wordt aangewend. Aangevuld met een bedrag van 6,6 miljoen euro uit de WIA-hiaatreserve. De reserve van de WIA-hiaatreserve is zodanig dat er na overdracht van middelen nog ruim voldoende middelen zijn om de WIA-hiaat aanvulling te financieren. De afgelopen jaren is er al geen premie geheven voor deze regeling, omdat er voldoende reserves zijn. Door de overdracht van middelen is het niet nodig om de pensioenregeling te versoberen of de premies te verhogen in 2020.

Werkgelegenheid:

De leden van de VWH hebben ook deze CAO weer toegezegd dat gedurende de looptijd van de cao geen gedwongen ontslagen zullen plaatsvinden. De VWH-leden zullen zich in dat geval tot het uiterste inspannen om de ontslagen werknemers te absorberen, tenzij het om dusdanig grote aantallen werknemers gaat dat dat redelijkerwijs van de VWH-leden niet gevergd kan worden. In dat geval zullen de VWH en Nautilus met elkaar in overleg treden om een zo goed mogelijke oplossing te vinden.

Stagiairs: De leden van de VWH zeggen toe om gedurende de looptijd van de cao hun 'fair share' in relatie tot het totaal

aantal Nederlandse werknemers in de bedrijfstak zeevaart van het volledig benodigde aantal stageplaatsen voor studenten van Nederlandse zeevaartscholen te bieden.

Duurzame inzetbaarheid en eerder met pensioen kunnen gaan:

De werkgever zal, als vanaf 2021 de fiscale mogelijkheden daartoe wettelijk worden gerealiseerd, de zeevarende op zijn verzoek faciliteren bij het eerder met pensioen gaan. De werkgever zal 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

zeevarende uit eigen middelen doet 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.

Verder zullen CAO partijen de in de CAO's van 2018 en 2019 gemaakte afspraken over de paritaire werkgroep duurzame inzetbaarheid, en de opdrachten van deze werkgroep, voortzetten.

Flexibiliteit en inzet: In het VWH-reglement zal een

nieuwe aanbeveling inzake het werkrooster worden opgenomen. Werkgevers zullen verzoeken van werknemers tot aanpassing van werkroosters benaderen vanuit een positieve grondhouding. Dit is met name in het belang van oudere werknemers die in het kader van duurzame inzetbaarheid een lichter rooster wenselijk achten. Echter ook jongere werknemers kunnen het gesprek hierover aangaan. Afspraken hierover zullen altijd maatwerkafspraken tussen werkgever en werknemer moeten zijn.

Dockers' clause: Per 1 januari 2020 zal in het reglement het artikel inzake havenarbeid worden vervangen door een 'dockers' clause', waarbij het algemene uitgangpunt is dat dockers werkzaamheden door havenarbeiders worden gedaan, behalve als er onvoldoende havenwerkers voor handen zijn. De 'dockers clause' is niet van toepassing voor schepen met speciale CO₂-/LNG-koppelingen- en ontkoppelingssystemen. En ook niet voor schepen (zoals heavy lift schepen en schepen met speciale hijskraansystemen) die zware lading en/of projectlading laden, transporteren en lossen, wanneer er niet voldoende voor zware lading gekwalificeerde havenarbeiders beschikbaar zijn die hiervoor zijn opgeleid en ervaring hebben met de stabiliteit van deze schepen. In dat geval

'Goed resultaat, mede dankzij inzet Nautilus kaderleden'


zet de scheepsbeheerder gespecialiseerde bemanning in.

Vaste vergoeding tijdens actieve dienst: Tijdens de CAO onderhandelingen in 2018 zijn afspraken gemaakt over vaste vergoedingen tijdens actieve dienst (vast overwerk). De VWH zal haar leden nogmaals oproepen zich te houden aan de verplichtingen. Doel hiervan is onder meer te komen tot toekomstige vereenvoudiging van het reglement.

Communicatiemiddelen: Afgesproken is dat het communicatie-artikel 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.

Vlieguren: Zeevarenden ervaren het reizen met prijsvechters en reizen met lange overstappen als zeer belastend. Afgesproken is dat werkgevers in de afweging tussen kosten en het voorkomen van ongemakken voor werknemers serieus rekening zullen houden met het welzijn van de zeevarenden.

Met Spliethoff werden gelijklopende CAO afspraken gemaakt.

Het resultaat werd in december 2019 middels een schriftelijke enquête aan de Nautilus leden bij VWH en Spliethoff voorgelegd. Op 17 december, na het ter perse gaan van dit nummer, stond er een ledenvergadering gepland, waarin leden zich, rekening houdende met de uitkomst van de enquête, konden uitspreken over het bereikte resultaat. 

ARBEIDSOVEREENKOMSTEN

Bijna nieuwe CAO Jumbo Crew Services

Op 28 februari 2019 liep de overeengekomen collectieve arbeidsovereenkomst (CAO) met de zware lading rederij Jumbo Crew Services B.V. (Jumbo) af. Uiteindelijk, bijna een jaar later, worden nu de laatste puntjes op de i gezet.

CAO voorstellen

Deze cao werd toen door Nautilus opgezegd en om over een nieuwe cao te kunnen gaan onderhandelen werden tijdens een ledenvergadering in het voorjaar van 2019 de nieuwe CAO voorstellen vastgesteld. Naast de looptijd (wederom 2 jaar) en een gageverhoging betreft het onder andere afspraken over:

- werkgelegenheid en stageplekken;
- uitbreiden verlof;
- persoonlijke ontwikkel budgetten;
- internetgebruik.

Onderhandelingen

Vanaf juni 2019 zijn er onderhandelingen met Jumbo geweest. Bij alle overleggen zijn Nautilus kaderleden aanwezig geweest, welke als betrokken zeevarenden met kennis van zaken ons aan tafel steunen. Tijdens de onderhandelingen kwam Jumbo ook met aanpassingen,




waaronder een nieuwe systematiek met betrekking tot een performance afhankelijke beloning.

Naast het inregelen van de verzekering voor het derde WW/WGA jaar, zijn het aanpassen van de ongemakkenvergoeding en parttime werken, in combinatie met een generatiepact, ook aan de orde gekomen. Met een generatiepact kunnen oudere werknemers minder uren werken, zodat er werk komt voor jongeren. Hierover is de afspraak bij Jumbo gemaakt, dat zij dit gedurende de looptijd van deze cao gaan bestuderen en met een voorstel zullen komen.

'Laatste puntjes nog op de i zetten'

Resultatenlijst

In september 2019 werd een eerste versie van een resultatenlijst met Jumbo gedeeld. Met het juist vastleggen en goed verwoorden van alle afspraken, waarbij alle (financiële) gevolgen inmiddels doorgerekend en onderbouwd zijn, is vervolgens veel tijd gemoed. Voor het ter perse gaan van dit nummer werd er nog aan de laatste puntjes van de definitieve resultatenlijst gewerkt. Deze moet daarna nog ter goedkeuring aan de leden in dienst van Jumbo worden voorgelegd. 

Nautilus International
wenst u een
fantastisch 2020!

NAUTILUS
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Nautilus International is dé vakbond voor werknemers in de maritieme sector: www.nautilusint.org

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Intrada Ships Management is hiring, take this opportunity to join a successful and growing team:

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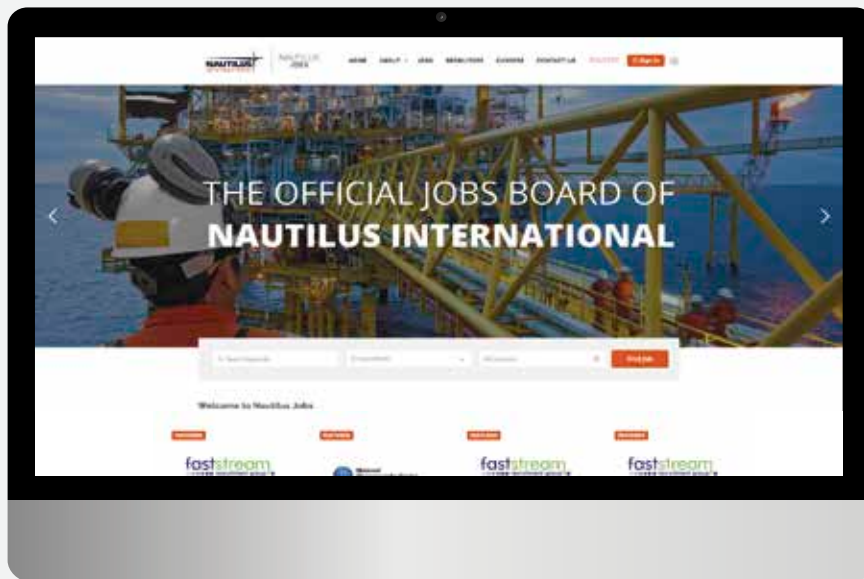
Intrada Ships Management are exclusive managers for Scotline's fleet of vessels, between 3,000 and 5,000 DWT. An opportunity has arisen to join the team as a Technical Superintendent based in Rochester, UK

You should have a marine engineering background with relevant qualifications or have sailed as an engineering officer. Experience of routine inspection & maintenance and overseeing dry-dockings is preferable. You will be responsible for ensuring the vessels are properly maintained and comply with relevant rules and regulations.

Salaries are competitive and subject to negotiations. The successful candidates must have permission to work in the UK by the start of their employment.

For more information and details on how to apply, please visit us at:
www.intrada.co.uk/job-vacancy/
Please quote Nautilus in your application.

NAUTILUS JOBS



jobs.nautilusint.org



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Telegraph prize crossword

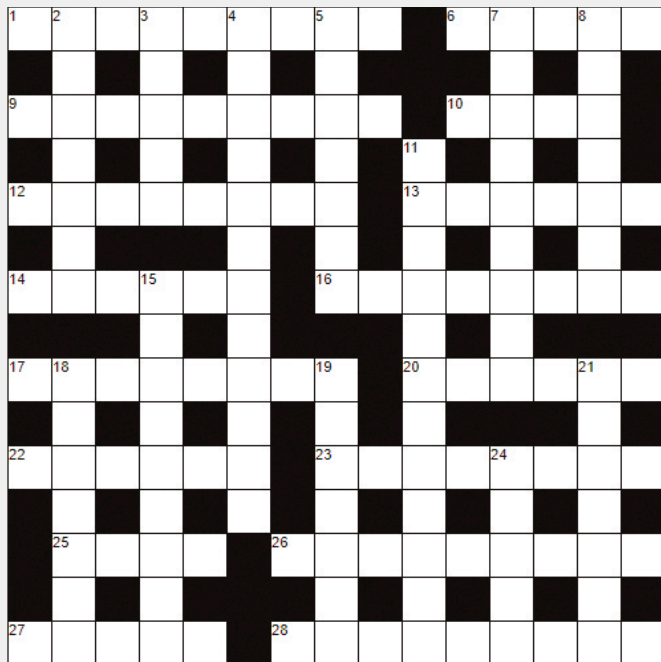
By Mordo

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 Boundless Sea** by David Abulafia (reviewed on the books pages 44-45).

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 10 January 2020



QUICK CLUES

Across

- 1 Edible Christmas decoration (5, 4)
- 6 Illuminate intellectually (5)
- 9 Without scent (9)
- 10 Resign (4)
- 12 Horizontal connecting goal posts (8)
- 13 Belonging to some particular culture (6)
- 14 Spanish rice dish (6)
- 16 Sluggishness (8)
- 17 1980's Christmas film; unexplained problems (8)
- 20, 27 Christmas song by Bing Crosby (6, 5)
- 22, 23 Meaty side-dish in Christmas dinner (4, 2, 8)
- 23 See 22
- 25 This falls on a White Christmas (4)
- 26 Covered with gemstones (9)
- 27 See 20
- 28 Challenged (9)

Down

- 2 Small European nation (7)
- 3 Instruments sometimes used as Christmas decorations (5)
- 4 Festivities; assortment of chocolates (12)
- 5 Sniffer (7)
- 7 Singular snack often had with pizza (5, 4)
- 8 Appropriate (7)
- 11 Christmas story originally written in this (3, 9)
- 15 Soft clothing material (5, 4)
- 18 Publish new copy (7)
- 19 Sort of temperature needed for 25 (7)
- 21 Severe (7)
- 24 Castles; retains (5)

CRYPTIC CLUES

Across

- 1 Quickly write with a bit of class (5, 4)
- 6 Stay in stable's shelter to grant divine protection (5)

- 9 Hot air made by this loud screaming? (9)
- 10 Holy Father defends most junior in Israel as the 4's first 5 (4)
- 12 Centre spot on old game show (8)
- 13 Having eaten ultimate in chocolate, takes a nap, then begins again (6)
- 14 Boy sends letter to Scandinavian island nation (6)
- 16 Beer mugs holding frothy dark browns (8)
- 17 Gone to try to listen in (8)
- 20 Damage one politician with broadcast (6)
- 22 Royal baby that is mischievous taking precedence (6)
- 23 Boozy drink made from 57% alcohol mixed with chipped ice and served over kumquat peel (8)
- 25 Starts to enjoy additional turkey sandwich (4)
- 26 Twisted vice consumes spiritual messenger of the gospel (9)
- 27 With loyal leader gone, Her Royal Majesty extremely annoyed by the 4's third 5 (5)
- 28 Deliver with grace in swimming event (9)

Down

- 2 Old Father Yuletide, at first out of the question, now is less clear (7)
- 3 Christmas anthem ringing over listeners heads (5)
- 4 Biblical sages wandering were met with shine (5, 4, 3)
- 5 Give gift here now! (7)
- 7 Dress well, and do it quickly (4, 5)
- 8 Dead set on getting knocked out? (7)
- 11 Family visiting wine country get directions for the 4's second 5 (12)
- 15 Develop short rant by light that points to Santa? (5, 4)
- 18 I rave about turkey trimmings for show (7)
- 19 Get back on top (7)
- 21 First to sign letter (7)
- 24 All of us contributing to offensive short message (5)

Crossword answers and last month's winner are on page 58

Back in time



50 years ago

There is a growing need for new thinking in the industrial and social fields of the shipping industry, the Officers' (Merchant Navy) Federation secretary Mr A.R. Begg said in his report to the annual meeting. Consideration should be given to improved salary structures, coupled with adequately planned leave arrangements and improved social amenities, having regard to the revolutionary social changes that are taking place ashore. Training schemes need to better reflect technological change and be a continuing process, he said. Refresher courses are also needed to enable seafarers to keep up with the pace of technical change in the industry — *MN Journal*, January 1970

25 years ago

Hopes of action to curb fatigue suffered by seafarers have been raised by a call from European transport ministers for 'appropriate working hours' for crew onboard passenger ro-ro ferries. NUMAST has welcomed the call, which was made by the European Council of Ministers in a package of proposals to improve ferry safety in the wake of the Estonia disaster. The EU transport ministers said seafarers' conditions, crew quality, training requirements, vessel design and owners' responsibilities 'must be reviewed and improved'. They also urged the European Commission to investigate the effects of competition on the safe operation of ferries — *The Telegraph*, January 1995

10 years ago

Nautilus is to take part in a top-level shipping industry meeting with prime minister Gordon Brown early in the new year. Following lobbying by the Union and Parliamentary questions by Dover MP Gwyn Prosser, the PM has agreed to meet representatives from Nautilus, the RMT and the Chamber of Shipping. Due to take place on 6 January, the meeting will address concerns over the recent UK seafarer redundancies and the government's failure to act on the employment and training proposals first submitted by the industry in March 2007. General secretary Mark Dickinson said he was delighted the PM had agreed to the meeting — *The Telegraph*, January 2010

THE FACE OF NAUTILUS

Heather Wood, HR business partner

As Nautilus continues its overhaul of personnel procedures, Heather Wood is the friendly face of day-to-day human resources management. She joined the Union and the Nautilus Welfare Fund in March 2019 – bringing 30 years' experience as an HR manager for the Tesco supermarket chain – and is based at Nautilus Mariners' Park in Merseyside, NW England.

A highlight of Heather's Tesco years was being involved in the opening of two new stores. 'I had the responsibility of running the recruitment centre training of 600 colleagues in a 12-week timeframe ready for opening,' she explains, 'and this was an amazing experience.'

However, the time came to ease off a little from the intensity of this kind of work, and Heather left the retail sector for a change of scene that would allow her to spend more time with her granddaughter Alice. 'I knew I still had a lot to give in the workplace, but I wanted my next job to be different from retail,' she says. 'The job at Nautilus ticked all those boxes and enabled me to transfer all my experience and skills.'

With her father and father-in-law both having been in the Royal Navy, Heather already had some maritime connections, and she has thrown herself into the Merchant Navy community. 'What an amazing place Mariners' Park is – I would say a gem in the finding. I feel extremely fortunate to have my role here and very excited that each day I learn something new.'

People are the core and future of any organisation, stresses Heather: 'I feel very passionate about this. I have been fortunate to join Nautilus at a very exciting time, with the change programme and leadership development; the investment shows



HEATHER WOOD HAS SEAFARING IN HER FAMILY AND IS GLAD TO WORKING IN THE MARITIME COMMUNITY

how much the organisation is committed to this. A typical day for me is to support and engage the team, and it has been very interesting to spend time with people and understand job roles.'


There was a particularly memorable opportunity to find out what her colleagues do when she spent a day on the decks with Nautilus/ITF inspector Tommy Molloy (*page 43, October 2019 Telegraph*). 'Going to visit a vessel was a truly great experience,' she says.

Outdoorsy Heather would have had no trouble clambering up the steep gangway pictured in the Telegraph article. 'I enjoy all sports,' she smiles, 'and I was once 100m champion for Worsley College! I captained netball and hockey, and I have a special attachment for cricket, linked with my family in Australia. I also love going to the Lake District with the family and our two Rottweilers Charlie and Poppy.'

Back at home, she has the enviable skill of making wedding cakes – 'which I enjoy as they give me a sense

of satisfaction, achievement and relaxation, along with the occasional glass of wine of course.'

Her favourite film is *One Flew over the Cuckoo's Nest*: 'This for me was real as well as funny and sad and true.' As for TV, in the lead-up to Christmas each year she avidly watches *Strictly Come Dancing*. 'You see the true desire to be the best on that show – there's real enjoyment and commitment.'

'Enjoyment and commitment' pretty much sum up Heather's aims for the years to come at Nautilus. 'I want to embrace and be a part of the further success and vision of the organisation, and am truly looking forward to meeting and working with all my colleagues.' 

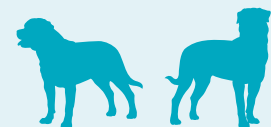
'I have been fortunate to join Nautilus at a very exciting time, with the change programme and leadership development'



HEATHER WOOD BRINGS 30 YEARS' HR EXPERIENCE AT THE SUPERMARKET GIANT TESCO TO HER WORK AT NAUTILUS



HER PERSONNEL WORK COVERS THE NAUTILUS WELFARE FUND CHARITY AS WELL AS THE NAUTILUS INTERNATIONAL UNION



HEATHER LOVES VISITING THE LAKE DISTRICT WITH HER ROTTWEILERS CHARLIE AND POPPY

Member meetings and seminars

Nautilus International organises regular meetings, forums and seminars for members to discuss technical matters, maritime policies and legal issues. Coming up this month is:

Professional & Technical Forum
28 January 2020 in Rotterdam.
Details of time and venue will shortly be published in the Events section of the Nautilus website:
www.nautilusint.org.

The Professional and Technical Forum deals with a wide range of technical, safety, welfare and other professional topics of relevance to all members, including training and certification.

ETO certification is currently an

important topic for the Forum, as is the environment.

All full members of the Union are welcome to attend, whichever national branch they are part of, and meetings usually rotate between London, Wallasey, Belfast and Rotterdam.

To register your interest in attending the 28 January session and to receive the venue details, please email: protech@nautilusint.org or call Sue Willis on +44 (0)20 8530 1671.

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.

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 1&2 The Shrubberies, George Lane
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www.dandbservices.com

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 Tel: +34 971 677 375
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

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

Young Maritime Professionals Forum

The Union also facilitates a Young Maritime Professionals Forum to provide an opportunity for young members to engage in discussions on the specific challenges facing young workers in the maritime profession.

For further information, members should contact Danny McGowan at ymp@nautilusint.org.

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

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.

To book a personal appointment in advance of the day with Martyn Gray email: cadets@nautilusint.org

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 in advance.

executive team. Invitations will be sent to members in the vicinity of the venue, and sign-up details will be available through the MNOPF website.

At most forum meetings, tea and coffee is served from 11am, with the main presentation starting at 11.30.

Following this, a light buffet lunch is served, where attendees have the opportunity to meet and ask questions of the MNOPF vice-chair and members of the

Please 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. CANDY CANE; 6. EDIFY; 9. ODOURLESS; 10. QUIT; 12. CROSSBAR; 13. ETHNIC; 14. PAELLA; 16. LETHARGY; 17. GREMLINS; 20, 27. SILVER BELLS; 22, 23. PIGS IN BLANKETS; 25. SNOW; 26. BEJEWELED; 28. CONTESTED.

Down: 2. ANDORRA; 3. DRUMS; 4. CELEBRATIONS; 5. NOSTRIL; 7. DOUGH BALL; 8. FITTING; 11. NEW TESTAMENT; 15. LAMBS WOOL; 18. REISSUE; 19. SUBZERO; 21. EXTREME; 24. KEEPS.

CRYPTIC CROSSWORD

Congratulations to cryptic crossword competition winner **Norman Macdonald**, who was first out of the hat from the correct entries to last month's competition. Here are the answers to the December 2019 cryptic crossword:

Across: 8. MISTER; 9. TRAINEES; 11. EYES; 12. ASSAULTED; 16. MAHJONG; 18. DESTINY; 20. CEDAR; 21. VAGABONDS; 24. LOGO; 25, 14, 10, 22. ALWAYS LOOK ON THE BRIGHT SIDE OF LIFE; 27. PRISONER; 28. ENFOLD.

Down: 1. PIER; 2. STIGMA; 3. PRATTLING; 4. STRIKER; 5. EAGER; 6. INTERNET; 7. TELEPHONED; 13. SKATEBOARD; 15. MEGABYTES; 17. JEALOUSY; 19. WAXWORK; 23. SAINT; 26. ONLY.

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slater@ms-sc.org

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INTERNATIONAL 

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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NAUTILUS PLUS INTERNATIONAL

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