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Editor’s letter

This month we are fresh from the 2019 General Meeting in Rotterdam where more than 150 members, lay reps, officials and supporters met to discuss your Union’s strategy for the coming four years.

As a first-timer to this forum I was excited to hear what really motivates our members and what vision you have for the future of work, of the industry and of your Union.

What I took away was a very positive message about digitalisation and automation that can be summarised as: Do Not Be Afraid. Sea skills will be very much in demand in coming years. And when you do want to move ashore, Nautilus will be with you every step of the way. You can find out more about that in our general secretary’s message on page 5 and our GM19 special report on pages 20-31.

Also in this edition, Nautilus Council member Michael Lloyd asks why deaths in enclosed spaces are still prevalent despite a decade of campaigning; see pages 34-35.

Former Nautilus Council member Brian Hearne takes a trip to Solent University on pages 38-39 to see how “brand Warsash” has fared on the new site, and finds the unique ethos and standards of the “old Academy” are still, thankfully, intact.

And on pages 32-33 Andrew Linington explores how unstimulating work is creating unhealthy crews and unsafe ships.

Helen Kelly
Nautilus International
Head of Communications
INTERNATIONAL

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Cover Image: Debbie Cavaldoro

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GENERAL SECRETARY
Mark Dickinson MSc (Econ)

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

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- Nautilus International participates in Radio Medical Service advisory committee
- Nautilus organises inspiring works council contact day
- Solidarity forever at the ITF Maritime Round Table 2019 in Colombo
- Successful national inland waterways conference
- Nautilus attends careers day at Amsterdam nautical school
- Nautilus on rights and obligations for employers and employees
- Jan Haisma wins Nautilus prize for most socially-minded student

nautilusint.org 4 November 2019
The Union has its sights set firmly on a strong long-term future, united in fighting for fair pay and workers’ rights, says Nautilus general secretary Mark Dickinson

October was a special month for Nautilus International, as we celebrated our third General Meeting (GM) in Rotterdam. This is the four-yearly event where our full members can come together to hear how the Union has progressed on its strategic plans over the last four years and shape what the Union aims to do in the next four.

It was the biggest, boldest and most diverse GM we have had since the new Union was created in 2009 and probably beyond that too. It was great to have such a good turnout and, even more pleasing was that we had so many new recruits, female members and young members there (20% of the total attendance). We also had quite a few members joining us to watch the live stream on the members-only Facebook group—an experiment that proved instructive and points to greater use of such methods in the future.

The Council’s report to the General Meeting, which seeks to set out details of our work over the last four years, dominated the first day’s proceedings. As you can imagine, it is a substantial challenge to condense four years’ worth of activities into a manageable document, and as such the report is very much about key highlights across the industrial legal, professional, welfare, communications and organising activities of the Union in three countries. I would urge those of you who were not able to make the General Meeting to take a look at this report, which you will find on a special interactive website (address below). There is also short video available online.

Day two focused on motions which had been submitted to the meeting by members and Council. A lively debate took place about the human element in the International Maritime Organization (IMO) and on the next stage of development for the role of electro-technical officer, which the Union first championed more than 30 years ago. Motions on Fair Pay at Sea, Equality and Diversity and Automation were passed. These become resolutions of the General Meeting and the Council will now monitor them through our strategic campaigns work over the next four years.

The meeting welcomed speakers from our main trade union federations TUC and FNV, and from the International Chamber of Shipping and International Federation of Shipmasters’ Associations, who debated the changing landscape for maritime and wider society.

On day three I was also delighted to join a panel debate with honorary member Dr Cleopatra Doumbia-Henry and Steve Cotton, general secretary of the International Transport Workers Federation. In this session we discussed how the world of work is changing, how automation will impact on the shipping industry and how unions need to change to reach out to young workers. I set out the Union’s new 2030 Vision and discussed how we need to adapt if we are to stay relevant in a rapidly changing maritime industry. The panel answered some challenging questions about what those changes would be, when they would arrive and how to prioritise them. I think I speak for all those in attendance when I say we could have continued this discussion for several hours.

Nautilus General Meetings are not just about policy and debate, they are also social occasions where old friends and new come together. This networking is something our younger members in particular find useful in making contacts which they can take away for future mentoring, support and of course employment opportunities.

As there’s nothing maritime professionals like more than discussing ships, we all spent an enjoyable evening on one of the famous Dutch party boats, sailing around the Port of Rotterdam. At our finale gala dinner, I had the great honour of recognising two of Nautilus International’s greatest supporters in recent years, former Telegraph editor and director of communications Andrew Limington and retired trustee director John Lang, both of whom we hope will keep their connections with Nautilus for many years to come. I also made Nautilus awards on behalf of the Council to several lay representatives for their work on behalf of members and to the recipient of the Victoria Drummond Award.

If you were not able to make the General Meeting, then you will find a wealth of information in this edition about the decisions and discussions that took place. I also recommend looking at the photos we took and watching the videos we released, highlighting our previous work and what is to come. If you have never been to a Nautilus event before, then hopefully they will encourage you to sign up next time (look out for the branch conferences and symposiums in 2020). To read Council’s report to the 2019 Nautilus General Meeting, visit gmreport19.nautilusint.org
Advice needed on ETO training

After reading the recent article in the Telegraph regarding ETO training, I was hoping the author of the article Clive Evans might have some advice.

A little background. After leaving college I joined the RFA back in 2000 as junior systems engineering officer, where I sailed for about nine years before leaving to move into the offshore industry. Around 2014 I started seriously looking into the ETO licence as I could see the obvious benefits and did not want my previous career achievements to be lost, so to speak. Sadly, my employers didn’t share my vision and therefore wouldn’t fund any of my training, so I took the decision to fund myself through the necessary courses.

I obtained my ETO licence in the summer of 2017, but I have a limitation on the cert due to me not holding an ENEM certificate. I have looked into gaining this certificate and found that there is only one college in the UK (South Shields) that offers any course for existing ETOs, where it is £3,500 and three weeks in duration. I have asked if the course can be completed over a couple of runs or through distance

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learning, as with working four weeks on / four weeks off you only ever have three full Monday-to-Friday weeks off. So apart from it taking your entire leave to complete, in the two years the dates have never matched my rota as the course only runs four or five times a year.

Sadly, I have been informed that it is not possible to complete the course any other way than in one session as although the syllabus is fixed, the order in which it is delivered will vary from course to course.

It is extremely frustrating to find yourself wanting to remove a limitation and fully complete the licence, but the sheer lack of help from maritime colleges and the MCA has caused several good colleagues to simply give up all together. Does Clive know if there is any other option to gain an ENEM certificate or if there are other nautical institutions that intend to start running courses aimed at ETOs not coming through the cadet route?

**Colin Macleod**

Nautilus professional and technical officer David Appleton and Clive Evans, chair of the Nautilus P&T Forum, respond:

Colin Macleod’s letter raises issues of relevance to many Nautilus members, so we are offering some advice here in the hope that others will benefit too.

Nautilus International has just reaffirmed its commitment to the development of ETO certification – see the report on pages 21-23 about the Senior Electro-technical Officer motion to the General Meeting.

Meanwhile, Clive has for some months now been collecting feedback on ETO education and training from members based mainly in the UK and Ireland. We would like to thank everyone who has been in touch with this valuable information, which will feed into our work at the IMO.

As far as Colin’s specific question is concerned, we would advise him, and others in his position, to apply for a bursary from the Nautilus Slater Fund to complete his training. Funding of up to £18,500 is available for existing ETOs to achieve their STCW certification, which can be used to cover all expenses related to the attainment of the certificate of competency.

In this particular instance, it is unfortunate that the dates of the course have not as yet been convenient; however, it is not always possible to arrange the courses to fit each individual’s requirements as they need to be run in such a way that they are feasible economically to the college.

We would suggest that members in Colin’s position attempt to negotiate a period of leave with their company (some of this unpaid if necessary) and use the Slater scholarship to cover course fees and some other expenses while studying.

The Slater Fund is administered on behalf of Nautilus by the Marine Society: see [www.marine-society.org/slater](http://www.marine-society.org/slater) for more information.

To discuss ETO matters further—and inform the Union’s work on many other issues—all Nautilus members are warmly invited to the Nautilus Professional and Technical Forum meeting on 17 December in Edinburgh.

More details are on page 58.
Let’s not sneer at other types of crew member

In reference to the letter about Seafarers’ Earnings Deductions from member 184110 in the October 2019 issue of the Nautilus Telegraph, I would like to say that it is clear by the way the member speaks of ‘piano tuners’ and ‘dancing girls’ that they consider these to be inferior professions that do not deserve the same rights enjoyed by ‘real’ seafarers.

I wonder whether the member would show the same disregard for the living conditions and working hours that are protected by the MLC, just because they disagree with the Convention’s definition of a ‘seafarer’? Fortunately, the MLC is a little more tolerant of those working onboard vessels who are not employed in a navigational or engineering discipline.

Clearly, member 184110 does not appreciate that currently-flourishing passenger ship sector relies on persons such as ‘piano tuners’ and ‘dancing girls’. It should be remembered that the Merchant Navy does not consist of only container and cargo vessels, and that these kinds of companies began abandoning British deck and engineering officers long ago in favour of cheaper labour, whereas the passenger ship industry continues to play a major role in the employment of British deck and engineering officers.

Captain M J Baxter
Membership no 201718

Could MN service in Vietnam be recognised as well?

I read with interest the letter about the eligibility of Merchant Navy personnel for the South Atlantic Medal in the October issue of the Telegraph. This immediately brought to mind the fact that I, and many other MN officers, had sailed on UK-registered ships carrying US military cargoes, bound for Saigon during the Vietnam War, without any recognition.

Whilst in Vietnamese waters, we had to put up with mines, rockets and bullets.

As the ships that I was on were tankers carrying ‘white oil’ and extremely hazardous, it seems to me that there should be medals for all of the MN personnel involved in the Vietnam War.

Richard Scott
Membership no 118493

CORRECTION: Due to an editing error, we published a piece of incorrect information in Trish Thompson’s letter last month about eligibility for the South Atlantic Medal. To find out how to apply for a campaign medal for a Merchant Navy war veteran, please go to the website www.gov.uk and search for MSF 4408 (not MSN 4408 as we had it).
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Nautilus general secretary Mark Dickinson has called on maritime unions to unite in the battle against shipowners who breach international conventions.

Speaking at the International Transport Workers’ Federation (ITF) Inspectors’ seminar in Colombo, Sri Lanka, Mr Dickinson said maritime unions must face the challenges together. ‘A bad flag state, an exploitative shipowner, those who flout the norms of decency and who breach conventions. We take them on together,’ he said. ‘Our shared goals are decent work, justice and fairness and we work with anyone who shares those values.’

Policy makers must know about the challenges seafarers face, the ‘schemes and scams’ of the shipowners and the shortcomings of flag and port states, he said.

Mr Dickinson was addressing the ITF inspectorate, which in 2018 undertook nearly 11,000 ship inspections and recovered nearly £8.8m in unpaid salaries for seafarers.


They lead targeted operations against bad shipping companies, undertaking campaigns to highlight and resolve the scourge of abandonment and resourcing union capacity-building through education and awareness-raising.

With nearly 140 trained ITF inspectors worldwide, including 119 ports in 56 countries, there really is nowhere to hide for the bad shipowners, Mr Dickinson said.

‘Together, we will force bad operators out of business.’ he said.

**Nautilus officials join international partners in Colombo**

Anyone who works internationally must be represented internationally. That maxim brought together 150 representatives of maritime and port trade unions at the International Transport Workers’ Federation (ITF) 2019 Maritime Round Table in Colombo, Sri Lanka this September.

Nautilus International officials Piet Doerflinger (Nautilus Switzerland) and Liselotte Struijs (Nautilus NL) attended the event alongside general secretary Mark Dickinson. Together they strengthened international contacts, exchanged information and experiences, and developed additional trade union skills.

The future of unions is in shared activism, and more often that is digital, attendees heard. Several ITF campaign plans were kick-started in Colombo, including how to increase the number of young people and women in shipping.

A working group was introduced to five of the first 10 female crane operators in Sri Lanka and heard about the problems they are experiencing, such as underpayment, discrimination and intimidation, with male colleagues trying to push them out of the workplace by lubricating their ladders with grease.

Another group looked at how flexible and contract workers could be united with permanent contracts in order to secure pay and conditions.

Information was also shared about the health risks that maritime professionals run during their careers.
Nine in ten seafarers fear criminalisation, finds Union

Almost 90% of seafarers fear criminalisation at work, a new Nautilus International survey has found.

A quarter of the 612 seafarers surveyed by the Union identified the issue as a truly global one, saying they did not feel safe from criminalisation anywhere in the world – a change from the Union’s 2010 survey when member concerns centred around North America, Europe and Africa.

Pollution was identified as the biggest issue that respondents believed they could be criminalised for. Most respondents believe the public and political reaction to a spill affects the likelihood of being treated fairly, with many speaking of the fear of being held criminally responsible for circumstances that were out of their control.

Nautilus International general secretary Mark Dickinson said: ‘The seafaring industry is truly unique, and this unfortunately means that sometimes workers find themselves in situations that simply wouldn’t happen in the vast majority of other professions. We cannot let the voice of our seafarers on the impact of the fear of criminalisation be ignored.’

The new criminalisation report forms the basis of Nautilus’s Fair Treatment campaign, which is committed to raising awareness of the issue of criminalisation at sea and providing practical support for seafarers.

The Union’s support network includes a 24/7 helpline, a worldwide network of lawyers and the JASON advice and assistance scheme (the Nautilus Federation’s Joint Assistance & Support Network), run in partnership with Nautilus Federation unions.

The Union has also developed a new mobile app, giving members instant access to advice following an incident at work. The app – which was shared with members for testing at the 2019 Nautilus General Meeting – has on and offline functions to support seafarers regardless of location and internet access.

Crews are an ‘afterthought’ in IMO regulations, argues Union official

Nautilus professional and technical officer David Appleton told the International Federation of Shipmasters’ Associations (IFSM) General Assembly in Helsinki that seafarers remain an afterthought when developing International Maritime Organization (IMO) regulations, and when crew are considered it is in the context of who should take the blame for maritime incidents.

He was speaking on the work of the recently-established Human Element Interest Group (HEIG), a body made up of non-governmental organisations at the IMO – including the International Transport Workers’ Federation (ITF), the International Chamber of Shipping (ICS) and IFSMA.

HEIG addresses obvious issues that are often ignored when legislation is drawn up, said Mr Appleton – such as fatigue, poor design of ships and equipment, complexity and administrative burden.

Psychologist James Reason in the 1990 publication Human Error found: ‘Rather than being the main instigators of an accident, operators tend to be the inheritors of system defects created by poor design, incorrect installation and bad management decisions. Their part is usually that of adding the final garnish to a lethal brew whose ingredients have been long in the cooking.’

Seafarers who make a mistake are often treated as if they had carried out an ‘intentional violation’ – leading to sacking or imprisonment.

HEIG has reviewed the Human Element Checklist and will consider the problem of deaths in enclosed spaces.

In brief

Fresh terms at Orkney Ferries

After lengthy negotiations, Nautilus has agreed updated terms & conditions with Orkney Ferries, which recognises the Union as being representative of all its members for the purpose of collective bargaining, pay negotiation, hours of work, and general conditions of employment. The final meeting was held at company offices in Kirkwall by Nautilus national ferry organiser Micky Smyth, liaison officers Davie Bruce and Sinclair Pirie, with officials and representatives of RMT and Unite. From Orkney Ferries was Andrew Blake (ferry services manager), Brian Archibald (harbour master & head of marine services, engineering and transportation) and Andrew Groundwater (head of HR and performance).

CalMac three-year pay deal

Following a consultation exercise in October 2017, in which 90% of members participated, Nautilus has received written confirmation from CalMac of an uplift in 2019 salaries of 2.6%. This was the Retail Prices Index (RPI) rate of inflation for August 2019 and will be paid in the October pay run. Over the three-year period, Nautilus increased members’ salaries at CalMac by 10%, along with the bonus payments of 1.5% of salary per year. That included a rise of 3.9% in 2017, 3.5% in 2018 and the latest 2.6% in 2019.

Leech takes over at Technip

Following an internal re-organisation, Nautilus International head of organising Gary Leech has taken over responsibility for all members employed by Technip. Mr Leech will continue to work closely with liaison officers Derek Scott, George Christie and Willie Jackson to maintain the high standards of support and professionalism members have long received.
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nautilusint.org 12 November 2019
Union sponsors future skills at Maritime UK awards

Cornwall Marine Academy (CMA) won the Nautilus-sponsored Future Skills Award at the first ever Maritime UK Awards ceremony at Southampton’s Leonardo Royal Hotel on Thursday 19 September.

The Falmouth-based CMA, which has delivered careers advice to more than 35,000 young people since it was started in 2008, beat two other finalists in the category, The Nautical Institute and Orka Informatics.

Shipping minister Nusrat Ghani MP presented CMA’s award to the organisation’s CEO Paul Wickes MBE, director Aurelie Nollet and team leader Dave Wickes.

The Future Skills Award recognises those who have made a tangible contribution to meeting the future skills needs of the sector, across education, training or apprenticeship development.

Nautilus International’s head of strategy Debbie Cavaldoro said: ‘Congratulations to Cornwall Marine Academy for winning the award, sponsored by Nautilus International. As the trade union for maritime professionals, Nautilus is dedicated to ensuring our members’ jobs and skills for the future, whatever those may be.’

Mr Wickes said: ‘Winning the inaugural Maritime UK Future Skills Award brings immense pride that we have showcased the best of Cornwall on the national stage and gained recognition for the dedicated hard work of our Academy team and the ambassadors from our local marine business sector.’

The Maritime UK awards celebrate good practice in the UK maritime industry, from exemplary people-management to innovation. Cornwall Marine Network created the CMA to find solutions to problems reported by local marine employers when trying to employ young people for their future workforce. Employers identified insufficient employability skills, young people lacking awareness of career opportunities in the marine sector, a lack of any meaningful work experience and a poor work ethic.

Plymouth will host the event in 2020.

PRIDE IN AGEING PROVIDES LGBT+ DEMENTIA INSIGHTS FOR NAUTILUS WELFARE FUND STAFF

Nautilus Welfare Fund care staff gained insights into how services for older LGBT+ people can be improved at a recent Take Pride in Ageing conference.

Hosted by Silver Rainbows in Cheshire on 1 October, the topics were thought-provoking on the issues of dementia and sexual orientation and how this can be impacted with the onset of dementia.

Specialist workshops covered best practice and practical steps such as trans ageing; end of life planning and legal considerations; training and accreditation; and how to engage with older LGBT+ communities.

Silver Rainbows is a social network for older lesbian, gay, bisexual and trans people in Cheshire that holds regular social activities as well as maintaining an online social network. It is developing a record of the history of the LGBT+ community from the post-war years.

The Nautilus Welfare Fund charity recognises that all staff should be aware of and consider the issues faced by LGBT+ and all other people vulnerable to discrimination into their retirement and older years.

A specialist dementia nurse was appointed by the charity, as part of a pilot project to support its existing dementia services.

Her role is also supported by the charity Dementia UK and she provides free advice and support for residents at the Mariners’ Park Estate in Wallasey who are affected by the condition, as well as advice to staff in the Care Home and Home Care service.

In brief

Union boosts team
Rachel Lynch has joined Nautilus International as a strategic organiser based in Wallasey. Ms Lynch will support the Union’s Recruitment and Retention Centre of Excellence. She completed a cadetship at Fleetwood Nautical Campus before going to sea as a deck officer. Ms Lynch has previously been a UK delegate to the International Maritime Organization.

Havila signs 3% offer
Union members employed by Havila Marine Guernsey Ltd have accepted an above-inflation pay rise of 3% backdated to 1 August 2019. Other benefits agreed between management and employees include an additional Seniority payment after 15 years’ service and an increase of £1,200 for cooks from 1 November 2019. Welfare support to members will also be maintained.

Rever PAYE rejected
Members employed by Rever Offshore Guernsey Ltd as Marine Crew and Dive Techs have rejected the company’s decision to unilaterally impose Pay As You Earn (PAYE) income tax and national insurance. It follows a Transfer of Undertakings (Protection of Employment), or TUPE, at the company, which protects employees whose business is being transferred to another business.

Ocean Supply rebuffed
Nautilus International members employed by Ocean Supply (Guernsey) Ltd have rejected a 2019 pay and conditions review. Some 70% of those who participated voted against the company’s offer. Further discussions on pay and conditions will now be sought with the company by the Union.
In brief

Northern Ireland boost
South Shields Marine School (SSMS) has launched a new engineering course for students in Northern Ireland seeking careers at sea. The NE England nautical school is working with South Eastern Regional College (SERC) in County Down on the one-year Level 2 Marine Pre-Cadetship programme for maritime engineers. The Pre-Cadetship, aimed at people who will seek a full cadetship with a sponsor, will support professional career entry into the Merchant Navy, fishing industry, and cruise industry.

UK lost $1.4bn in GVA
The UK has lost US$1.4bn in potential maritime-related Gross Value Added (GVA) to the national economy over the last two years, according to a report by the PwC consultancy commissioned by lobby group Maritime London. The UK economy would have benefited from an additional US$700m annually in GVA had it maintained its market share over the past two years, PwC said.

UKSR drops out of top 20
The UK Ship Register (UKSR) has crashed out of the top 20 flags, dropping from 19th to 21st since August, overtaken by India and Iran. UKSR has lost 234 vessels since the start of the year, including 53 boxships, equivalent to a 36% cut in the total gross tonnage of UK-flagged vessels. Brexit uncertainty appears to be the main reason behind deflagging.

RFA gender charter
The Royal Fleet Auxiliary (RFA) has been recognised for its efforts to achieve a better gender balance at sea by the UK industry-wide Women in Maritime Taskforce. RFA was presented with the Women in Maritime Charter by Taskforce chair Sue Terpilowski.

RRS SIR DAVID ATTENBOROUGH WINS ROYAL APPROVAL FOR NAME

The UK’s newest polar research ship RRS Sir David Attenborough has been officially named after the broadcaster by the Duke and Duchess of Cambridge.

The Duchess of Cambridge smashed a bottle of champagne against the ship at a ceremony in Birkenhead on 26 September.

Many Brits know the vessel as ‘Boaty McBoatface’, after the moniker won a popular online poll to name the vessel while under construction – but the name was vetoed and one of its robotic submersibles has been given it instead.

The 130m-long, 15,000-tonne ‘floating science lab’ is the largest commercial ship built in Britain in three decades.

Commissioned by the Natural Environment Research Council – part of UK Research and Innovation, built by Cammell Laird and operated by British Antarctic Survey, this new research platform is expected to transform how ship-borne science is conducted in the Polar regions.

The naming ceremony kicked off a three-day public celebration, hosted by Cammell Laird and British Antarctic Survey to inspire and inform people about polar science, engineering and technology – and why it matters to everyday life.

Sir David Attenborough, who attended the ceremony, said: ‘We all need this ship. Our world is changing and it’s clear that people around the world – especially the young – are becoming more and more concerned about a climate catastrophe.

‘But human beings are resilient and skilful. If we pay attention to the scientific knowledge that those who will sail in this ship will gather, then we will stand a much better chance of finding a way to deal with what lies ahead.’

RFA praised for Dorian clean-up

The crew of RFA amphibious support vessel RFA Mounts Bay – including many Nautilus members – have received a personal visit and thanks from their head of service Commodore Duncan Lamb.

Commodore Lamb thanked the ship’s company for their efforts in delivering much needed aid and assistance to the Bahamas after the strongest hurricane on record to make landfall struck the Caribbean, with sustained wind speeds of 185 mph.

Mounts Bay was first ship on scene after the hurricane hit, providing much needed support to the people of Great Abaco.

Nautilus members worked all departments on board the vessel.

Supporting a Royal Navy Wildcat helicopter, the crew evacuated casualties and delivered over 200 tonnes of aid, including 3,000 ration packs, nearly 100 tonnes of water, more than 900 emergency shelter kits and 1,000 hygiene kits. Crew helped nine communities on seven islands over the course of the 10-day period.

Commodore Lamb praised the ship’s company for their efforts and passed on messages of thanks from First Sea Lord Admiral Tony Radakin and defence minister Ben Wallace.
Safety takes back seat in competitive flag market

The International Organization of Masters, Mates & Pilots (MM&P) has published a study on shipboard safety, which focuses largely on the safety implications of the commercial pressures faced by the shipping industry worldwide.

Seafarers are ‘pressured to keep quiet and keep the ship moving’ by ship operators, who don’t want to lose income while a ship is pulled out of service to be repaired.

Competition wrought by the safety-light flag-of-convenience (FoC) system has increased commercial pressure on flag states, which may turn a blind eye to safety problems to attract and retain clients, the study found.

Ship’s officers who bring safety issues to the attention of management are exposed to the risk of retaliation. As whistle-blowers they may face punishment, demotion or even termination.

Marine inspectors are often pressured by their superiors to ‘look the other way’.

Onshore management discourages reporting to maintain immunity from personal liability.

These factors may have contributed to several fatal maritime accidents that involved significant loss of life or damage to the environment: the 2002 Prestige disaster; the sinking of the Russian riverboat Bulgaria in 2011; the Korean ferry Sewol in 2014 and the Stellar Daisy sinking in 2017.

The study proposes greater uniformity by flag and port states in implementation of international safety regulations, with strict enforcement by Port State Control, including the ability to look behind certificates of compliance issued by flag states or other inspection organisations.’

Spotlight: Why Accidents Are Often Not Accidental was written in conjunction with Dalhousie University of Halifax, Nova Scotia.

CARGO SHIP BANNED FROM PARIS MOU

The Saint Kitts and Nevis-flagged general cargo ship Sara has been banned from Paris MOU ports for three months after several ‘serious violations’, including insufficient food for the crew, were discovered.

The ship was detained in the north Italian Port of Monfalcone on 3 September, after the Paris MOU report found 20 violations, five of which were said to be individual grounds for detention.

The violations relate to navigation safety, safety on board, seafarers’ living and working conditions, and deficiencies in the overall safety management of the ship by the shipping company, Beiki, and Azerbaijan-based shipowner, manager and operator Sio Shipping.

Unions back search and rescue

Nautilus is supporting the Seafarers’ Union of Croatia, a sister union in the Nautilus Federation, and the International Transport Workers’ Federation (ITF) in backing further search and rescue efforts for the missing master and crew of tug supply vessel Bourbon Rhode.

The families of the missing men have taken hope from a potential sighting of the crew.

In brief

Boxship slams tanker
Ocean Network Express containership ONE Blue Jay collided with moored oil/chemical tanker Gunecel while entering the Greek port of Piraeus, near Piraeus, on 26 September. Gunecel was badly damaged, with a crack in one of its ballast tanks, and two crew members were injured.

Zero carbon plan
A coalition of Pacific island nations are looking to raise $500m to reduce carbon emissions from shipping in the region to zero by 2050. Led by the Marshall Islands, the Pacific Blue Shipping Partnership wants to retrofit existing passenger and cargo ferries with low-carbon technologies and buy new zero-emissions vessels.

Icebreaker eco expedition
The German icebreaker Polarstern has set sail for the central Arctic on a year-long, €158m research expedition through the ice, to gain a better understanding of climate change. The vessel will act as the base for the Multidisciplinary Drifting Observatory for the Study of Arctic Climate (MOSAiC).

CMA CGM’s Arctic no-go
CMA CGM said use of the Arctic Northern Sea Route from Asia to Europe will represent a significant danger to unique ecosystems due to accidents, oil pollution or collisions with marine wildlife’ and vowed not to use the route.

Floating nuclear plant
Russia’s first floating nuclear power plant Akademik Lomonosov has left Murmansk on tow for its 4,700km voyage to the Arctic port of Pevek, where the 144m-long barge-type vessel will replace the town’s nuclear and thermic power stations. It will produce energy for 100,000 people and local industry.
REGULATION

TRANSPORT WORKERS LET DOWN BY EU

The European Transport Workers’ Federation (ETW) has published an open letter to the European Commission (EC) voicing its concern over the ‘lack of ambition’ in tackling the issues faced by transport workers in EU member states and across the continent.

Signed by ETW acting general secretary Liviu Spera and president Frank Moreels, and addressed to the president-elect of the Commission, Ms Ursula von der Leyen, the ETW said not enough attention was being paid to the social dimension of the sector in the EC’s transport portfolio for 2019-2024.

The letter also calls for a ‘positive change’ to end lower social protections, greater exposure to job insecurity and social dumping faced by the 7m workers keeping Europe moving.

Thames Clippers 2020 deal

A 2020 pay and conditions agreement has been reached with Thames Clippers. The company agreed a pay increase of 2.7% for its operational teams, slightly above the Retail Prices Index, which is currently 2.6%. Thames Clippers committed to reviewing its timetables after crew raised concerns about rest breaks.

National organiser Steve Doran said he was impressed with the negotiations and looks forward to continuing the Union’s positive relationship with this progressive company.

Australia bans two bulk carriers

The Australian Maritime Safety Authority (AMSA) has banned two foreign-flagged bulk carriers from Australian ports after their crews reported that they had been underpaid.

Following intervention by the International Transport Workers’ Federation (ITF), the Panama-flagged Fortune Genius and the Hong Kong-registered Xing Jing Hai were banned for 12 months and 18 months, respectively.

AMSA surveys in Gladstone boarded the Chinese owned Fortune Genius after an ITF complaint that New Fortune Genius management, the ship’s operator, had deliberately underpaid eight crew members by about AUD$100,000 from April to August.

The men said they had been bullied and forced into working excessive hours for which they were not paid. The ITF accused the company of ‘wage theft.’

Inspectors in Brisbane boarded the Xing Jing Hai, where crew members said they had been paid late for May and June, while around AUD$140,000 was still outstanding for July and August.

In brief

Oz livestock trade resumes
The first live sheep carrier to sail from Australia since exports were banned on 1 June, the Al Mesilia, has left Fremantle bound for the Middle East carrying about 60,000 sheep. The 1980-built converted vehicle carrier’s departure follows an extended northern hemisphere summer shipping moratorium.

NZ fines for lying
Captain Walter Damian and chief officer Ian Dingaling of the bulk carrier Emilie Bulker were fined NZ$13,500 and NZ$4,050 respectively for lying to Maritime New Zealand officials, after a crewman passed out in the ship’s poorly-ventilated hold in the port of Tauranga on 6 September.

Owners double down on cap
Shipping associations have called for the strict and full implementation of the global sulphur cap, following reports that several Asian countries may delay the enforcement of the ruling by the International Maritime Organization (IMO). They worry that high costs of compliance will distort competition if not all countries comply.

World Maritime Day
Nautilus International added its voice to calls for greater gender diversity in the shipping industry on World Maritime Day on 26 September 2019, which this year took the theme of Empowering Women in the Maritime Community. Head of communications Helen Kelly said that the IMO theme ‘chimes with our values.’
Superyacht arrested due to member's maternity pay claim

Nautilus is supporting a shipmaster member seeking damages for her employer’s non-payment of maternity entitlements and breach of contract.

The Union is funding the case on behalf of the member, which has resulted in the UK-flagged superyacht Lazy P, on which she served, being arrested.

After review by French legal counsel engaged by Nautilus, the member is likely to receive a large compensation pay-out due to the employer’s refusal to grant her maternity rights in accordance with French law, as well as her employer’s failure to declare her employment to the appropriate authorities, and damages for breach of her Seafarer Employment Agreement (SEA).

Nautilus legal director Charles Boyle said: “This member came to Nautilus following her employer’s persistent refusal to pay her full maternity entitlement. Had they chosen to comply, that would have been the end of the matter. However, our French lawyer uncovered other irregularities, being failures of the employer, which have now resulted in the yacht being arrested, as security against the substantial damages being claimed.

‘Nautilus would rather have settled that matter without resorting to seizing the vessel. However, when employers and shipowners refuse to respect our members’ rights, the only option left is to arrest the relevant vessel to enforce the maritime lien.’

Lazy P was arrested in September for the UK-born member, who was a resident of France and captain onboard the vessel.

Lazy P was usually employed in La Napoule, on the French Riviera.

The pay dispute arose when the member, then 32 weeks pregnant, was 17 days into her official maternity leave. She had been on continuous service since 2015, the employer and owner of the vessel being Lazy P Marine Ltd.

A review of the case by French lawyer Lionel Badeiu found Lazy P Marine had not declared the member’s employment to the British or French administrations. Mr Badeiu said the employer’s behaviour was ‘clearly a fault committed in the execution of the employment contract’.

The Nautilus member agreed to follow the French lawyer’s advice by claiming a breach of her contract of employment and terminating her contract for the lawyer to then seek authorisation for an arrest warrant for the vessel as a precautionary measure.

Mr Boyle added: ‘Since the Maritime Labour Convention, 2006, came into force, there has been much more focus from unions on assisting seafarers to enforce their rights. Nautilus is leading on ensuring that yacht members are fully assisted in this process. The MLC covers social security, which France has extended to maternity rights. We are confident that these arrest proceedings will result in justice for our member.

Nautilus members can find detailed information on SEA and sea service verification by logging into the My Nautilus area of the Union’s website: www.nautilusint.org.
ONE EYE ON THE AUTONOMOUS FUTURE

YotSpot founder and director **STEVE CRAWFORD** is interviewed as part of a series of profiles of Nautilus strategic yacht partners. Launched in 2010, the online hub brings captains, crew and employers together for jobs, sailing opportunities, training and much more.

Based in Southampton, YotSpot has over 45,000 registered crew with 18,000 jobs advertised each year by yachts, management companies and recruitment agencies. It has a searchable database of over 6,000 maritime courses.

What challenges does the industry face over the next five years?
Artificial Intelligence (AI) is going to play an increasingly important part in the maritime industry over the next five years. Initially I believe we'll see a rise in automated supply chains within the commercial sector (e.g. cargo vessels, tankers), but a demand for autonomous shipping is on the horizon too.

It is not completely unfathomable to see a future where cargo ships operate with only a skeleton crew onboard (e.g. only engineers and security personnel) with an additional pilot deck crew joining just before the vessel docks.

How will AI affect the yachting Industry?
Because yachting is such a personalised industry, it’s difficult to see a time when AI would completely replace a captain, for example. That said, I do think it might ease flag state crewing requirements in the future with AI playing a vital role. For example, we may eventually feel comfortable leaving a yacht on autopilot (with all crew off duty during a night passage) with an anti-collision avoidance system (AIS) running the bridge.
Whether or not we’ll have full confidence in such a system remains to be seen, but the future is exciting.

What opportunities do you see for seafarers in the yacht industry?
The future is looking bright for seafarers within the yachting industry with high demand for qualified crew as the industry expands. Yachts continue to get larger with more and more exciting new projects (and toys) being delivered for owners. This will pave the way for some exciting new opportunities for crew looking to become involved with such projects.

How is the MLC benefiting the yachting community?
The Maritime Labour Convention (MLC) has been extremely beneficial to the yachting industry as it helps set out the responsibilities of shipowners to their seafarers. It has also helped inform seafarers of their assured level of protection whilst under employment (standards of living, working conditions etc), and their rights and entitlements under the MLC. It has enabled them to make informed decisions on whether to work on a ship registered with a country which has not ratified the MLC. Crew should sign a seafarer employment agreement (SEA) to ensure maximum employment protection and ascertain these documents are MLC compliant before signing onto a new vessel.

How have the amendments concerning bullying and harassment had an effect?
It’s difficult to tell as I’ve not seen the statistics. However, the very nature of bullying and harassment can often mean it goes unreported or covered up through fear of reprisal, especially if it’s the senior crew doing the bullying. That said, the amendments to the MLC do (in my opinion) make it much easier for someone to now report by following the onboard complaints procedure as outlined by the SEA.

Crucially, this complaints procedure allows crew to skip steps if they do not feel they will get fair treatment and want to go to a higher authority. Of course, if this doesn’t yield success you can speak with the recruitment agency who placed or seek support from Nautilus.

Any tips for organisations thinking of partnering with Nautilus?
As a partner Nautilus can help you facilitate open dialogue with crew, agencies, employers, owners and regulatory authorities. With shared beliefs for improving this maturing industry into the future, I can’t recommend them enough.
Union signs up new members at Monaco Yacht Show

The last week of September saw Nautilus staff attending the flagship superyacht event of the year, the Monaco Yacht Show.

The Union’s international organiser Danny McGowan and sea service administrator Pauline Parry attended the principality’s annual show, ensuring that the superyacht industry continues to recognise the importance of Nautilus’s drive for increased safety, welfare and professionalism of the industry.

Based in the ACREW/IMM Lounge at La Rascasse, the Union signed up several yacht crew into membership and issued the industry-leading Service Record Book to those new members requiring one.

Mr McGowan and Ms Parry also met with several recruitment services, to ensure seafarers use approved agencies rather than run the risk of using ‘pop-up’ services.

Ms Parry said: ‘It is always good to see our members face to face, and to see those captains and chief engineers who we regularly verify sea service with. While the show is always busy for crew, we’re always glad to be on hand to answer any questions about sea service or any of the other issues they may face.’

Mr McGowan said: ‘Our presence at the show is important for us to remind owners and managers that Nautilus is the only trade union and professional association operating globally in the industry. We want the industry to succeed but the success cannot come at the expense of those working within it.’

Yacht crew

Nautilus International works closely with the MCA and regulatory authorities in Europe and around the world, and this Service Record Book is recognised by the MCA as evidence of acceptable service.

Once your yacht service is verified in our office in Antibes, the MCA accepts the Nautilus SRB as sufficient proof of onboard and sea service.

Contact the membership departments either via email or telephone to receive your free SRB.

Email: recruitment@nautilusint.org
or Call: +44 (0)151 639 8454

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www.nautilusint.org
YOUR UNION, YOUR FUTURE

More than 150 members, Union personnel and supporters met in Rotterdam in October for the Union’s 2019 General Meeting. The conference marked the official launch of the strategic framework ‘Global Industry, Global Workforce, Global Union’, and set the future agenda of the Union. Members from three countries – UK, Netherlands and Switzerland – had the opportunity to discuss and determine the policies and priorities that Nautilus should pursue over the next four years as the industry faces challenges including Brexit, automation, and criminalisation at sea

held every four years, the Nautilus General Meeting is where the future of the Union is determined. Falling in the Union’s tenth anniversary year as a trans-boundary organisation – having brought together colleagues in three countries and created the first federated maritime Union in 2009 – this was a significant conference, and all minds were firmly set on ensuring a strong and globally influential future.

Chair of the Nautilus Council Ulrich Jurgen urges members to speak out during his opening address to GM19.

Mr Jurgens warned members against growing populist forces in the world that would seek to undermine collective action and trade unionism, and included Brexit as an expression of that populism. ‘Brexit is not something which will help our industry, it is not something that will help us as individuals or as a nation,’ he said.

Born in Germany, and having lived in the UK for 19 years, Mr Jurgens said lessons of the past that led to the rise of fascism

‘Let’s ensure our agenda in the Union trumps those who want to destroy this relatively free world’

and the Second World War must be relearned to avoid them being repeated. Invoking the words of German Lutheran pastor Martin Niemoller, who was incarcerated in Dachau for criticising the Nazis, he urged members to work together to create a better future for all.

‘Let’s ensure that our agenda in the Union, that our agenda as seafarers who are internationally minded, who are depending on international change, that our agenda trumps those who want to destroy this relatively free world.’

Key to that agenda is combating criminalisation of seafarers. We see masters sent to jail for making errors. We see fines paid for making errors. We see criminalisation on very basic levels which doesn’t contribute to making our lives and seafaring safer,’ Mr Jurgens said.

‘The sea is a dangerous place. If we are prosecuted for trying to save our ships, our industry, the cargo of our customers, to protect the back of our owners; if our colleagues get prosecuted, as a Union we must continue our fight.’

With seven motions, three Council meetings, four guest speakers, and one debate on ‘The future of work’ GM19 marked the start of the Union’s next phase. What happens next is up to you.

Members can watch a selection of video clips from the General Meeting via our private members’ Facebook group

Motions passed at GM19 follow. There was one additional motion that sought to change representation of organisations with large numbers of members on the Union’s governing Council. It was remitted to Council to discuss in future.
MEMBERS GIVE OK TO FAIR PAY

Members gave strong backing to the Union’s ongoing work to achieve decent treatment for seafarers with the Fair Pay at Sea motion.
Proposing the motion, Nautilus general secretary Mark Dickinson noted the continued problems of low pay, exploitation, abandonment, abuse and owed wages.

Effective action to address these problems would benefit the entire shipping industry and help create a level playing field for Nautilus members, he said.
‘There is no future for an industry which keeps scouring the world for the next source of cheap labour,’ he told the meeting. ‘The future should be one of high quality and respect.’
The Union would not shy away from naming and shaming companies that mistreat employees through low pay and poor conditions, Mr Dickinson said in answer to a question from the floor.
The Union’s previous Fair Pay at Sea campaign was successful in helping to secure an improvement in the rate for the ILO minimum wage for seafarers. Nautilus will now expand this campaign to improve pay for all maritime professionals.

The motion also asked the Union to:
• seek enhancements to the Maritime Labour Convention 2006
• campaign for legislation that sets minimum wages in national waters
• conduct member research on recruitment and retention of skilled professionals
• strengthen its strategic approach to collective negotiations with companies

Put workers’ rights at heart of automation

Members voted unanimously to ensure that workers are not overlooked in the drive to implement ‘smart’ shipping systems and automation.
The motion on workers’ rights and automation proposed partnering with other unions, owners, operators and maritime authorities to develop new training programmes to furnish seafarers with the relevant skills and knowledge needed to work with new and emerging technologies.
The Union undertook to continuously campaign to ensure that maritime professionals are at the heart of policy developments and International Maritime Organization (IMO) and International Labour Organisation (ILO) deliberations on automation.
A Nautilus Federation survey published in February 2018, Future Proofed – What maritime professionals think about autonomous shipping, found that 84% of seafarers consider automation to be a threat to jobs, 85% see it as a threat to safety and almost 80% believe that radical changes in training and certification are required.
A separate two-year study published in February 2019, undertaken by the World Maritime University and funded by the International Transport Workers’ Federation, concluded that new technology will cut global demand for seafarers by around 22% between now and 2040.

Nautilus will lobby for advanced certification and a defined career path for electro-technical officers (ETOs), following unanimous member endorsement.
The Union was instrumental in development of officer-of-the-watch ETO certification under the STCW 2010 Manila Amendments, Nautilus professional and technical officer David Appleton said.
In the UK, Nautilus has helped develop ETO training requirements and supported seafarers to study for ETO qualifications through the Nautilus Slater Fund bursary.
However, a career path for qualified ETOs is still lacking, and the industry is losing experienced people because they cannot see a way to rise through the ranks through further study.

The Union will now pursue a Senior Electro-Technical Officer certificate of competency.
Nautilus member Allan Graveson said the recent rapid increase in shipboard technology made it more important than ever for ship owners and operators to recruit and retain qualified ETOs to serve onboard their vessels. Mr Graveson was a senior national secretary at Nautilus at the time the STCW 2010 Manila Amendments were drawn up and has made a significant contribution to ETO qualifications over the past two decades.
Nautilus deputy general secretary Marcel van den Broek said Dutch stakeholders were working hard to ensure ETO qualifications were fully embraced in the Netherlands.
Commitment to growing as one Union confirmed

Nautilus International members have voted unanimously to grow as one global transboundary maritime union in order to face the coming future challenges for shipping.

Deputy general secretary Marcel van den Broek spoke on behalf of the motion and called on members to drive the union forward as ‘one global Union and global workforce’.

Applying for membership needs to become ‘as natural as applying for a job’, added Mr van den Broek.

The motion recognises that in a globalised industry such as shipping, the models of union organisation which have been pioneered by Nautilus provide an effective counterbalance to the fragmented and complex chains of ship ownership, management and operation, and the international nature of members’ employment.

The Union faces many challenges in maintaining its support, services and benefits to members, and welcomed the thorough work done by Council to identify the financial, demographic, recruitment, strategic and organisational challenges.

Members endorsed the Nautilus Council’s Strategic Plan and 2030 Vision as a framework for a sustainable future. They called upon the Union to implement its conclusions and continue its programme of improvements and developments of services for members and future members.

Inclusivity embraced with reinvigorated diversity agenda

It’s time for the diversity in shipping conversation to be broadened to include all those who may be at risk from discrimination and truly embrace inclusivity, Nautilus head of strategy Debbie Cavaldoro told the Nautilus General Meeting in Rotterdam.

Ten years ago, Nautilus formed the Women’s and Young Maritime Professionals Forums and the Union is now being invited to discussions on a national, European and international level to address barriers to entry and encourage these groups to consider a career at sea. It is time the industry also addressed broader discrimination issues and make real changes. ‘There is no point in encouraging more people to consider a career at sea if we are just paying lip service to equality,’ Ms Cavaldoro said. ‘The industry needs to be more inclusive if it is to maximise the benefits of having a diverse workforce.’

Ms Cavaldoro called on Nautilus members to help the Union to take the lead in the next series of changes needed within the industry.

‘We have proved that policies which support women and young people going to sea ultimately benefit all those working in the maritime industry. The same will be true for policies which support greater diversity’.

Nautilus member Dawn Franklyn said: ‘Everyone has responsibility to take on diversity to improve the maritime industry.’

Nautilus Council member Jessica Tyson said: ‘It’s reliant on everybody who is in the Merchant Navy fleet to let others know about opportunities in the maritime industry.

Nautilus Member Malcolm Graves spoke on behalf of older seafarers who may have experienced discrimination based on age, and urged all members to check their diversity policies at work.
In the four years since the last Nautilus International General Meeting, the maritime community has been beset by anxiety. Will seafarers lose their jobs to automation? What about the impact of the climate crisis? At GM19, a special roundtable discussion was convened to consider difficult questions like these and look to the future of our industry, but as Sarah Robinson reports, the mood in the room was upbeat.

Looking into their crystal balls at the GM19 roundtable discussion were the Nautilus general secretary Mark Dickinson, World Maritime University (WMU) president Cleopatra Doumbia-Henry, and Stephen Cotton, general secretary of the International Transport Workers’ Federation (ITF).

They each gave a presentation on the future of shipping and engaged with members in a discussion facilitated by Nautilus head of communications Helen Kelly.

The first panel member to speak was Mark Dickinson, who acknowledged that we live in truly turbulent times. ‘Disruption is the name of the game as technology transforms our world and populist politics shatter the certainties that consensus used to deliver,’ he said.

‘Shipping, as ever, is at the centre of the storm. The industry is at the heart of our globalised just-in-time economy. Every hour of every day, thousands of merchant ships are on the oceans, connecting countries and keeping trade moving.

‘But while the industry’s importance remains unchanged, the way it works – and the ways in which its people work – are facing fundamental change. ‘No one and no organisation is immune from processes which are radically reshaping our lives. And it is essential that we are all alive and aware of the challenges this creates.’

However, this was not something to be feared, Mr Dickinson said. Describing himself as a lifelong optimist, he pointed out that we can create a brighter future for shipping and seafaring through the planning work we do now.

‘For Nautilus International, we’ve worked long and hard on our Strategic Plan and 2020 Vision, putting proactive policies in place to ensure that we remain relevant, responsive and, above all, financially sustainable and viable for the future.’

As well as keeping its own house in order, the Union has been engaging with industry colleagues to address the key drivers of change: digitalisation and decarbonisation.

‘Modern merchant ships are increasingly crammed with sensors generating vast volumes of data,’ Mr Dickinson said. ‘We’re witnessing the way in which this has resulted in the creation of shore-based fleet operations centres, with vessel operations, courses, positions, manoeuvres, fuel consumption and speeds increasingly monitored and controlled on land.’
‘At the same time, the shipping industry faces unprecedented pressure to clean up its environmental credentials. Whilst it can rightly claim to be the most energy-efficient means of moving freight around the world, there’s no denying that the shipping industry creates as much in the way of carbon emissions as most countries.’

Pollution from shipping is also causing health problems for port communities and for seafarers themselves, he noted. The International Maritime Organization (IMO) is pressing on with programmes to slash shipping emissions, but new fuels and new propulsion technologies create a demand for new skills, just as automation does.

**Transport 2040**

The key is to predict the future skills needs of maritime professionals, and highly constructive work on this is being carried out by the World Maritime University (WMU) under the direction of Cleopatra Doumbia-Henry, who spoke next at the GM19 roundtable event.

A WMU report titled *Transport 2040: Automation Technology Employment – the Future of Work* was published in January this year and has been downloaded over 5,000 times since then, Dr Doumbia-Henry said. It is the fruit of a two-year project to analyse automation trends in transport and assess their impact on workers. One of its main findings is that the move to automation will be evolutionary not revolutionary, and will not put an end to the need for qualified people with the right skillsets.

The report covers all kinds of shipboard technology, including electronic tools such as sensors that help with maintenance. Maintenance had often been overlooked in previous studies of this type, she said.

The report also looked at the impact of technology on other transport sectors – road, rail and aviation – in order to learn from their experiences and provide more data on likely trends. It explored how automation is likely to move at different speeds in developing and developed countries.

For the next step, Dr Doumbia-Henry said she was bringing together all the maritime universities of the world to work on defining the skills of the global maritime professionals of the future. This will eventually go to the IMO, she said, but must come from the ‘people on the ground’.

**Trade union response**

Taking the podium next was ITF general secretary Stephen Cotton, who said that unions are already responding to the challenges. Working with affiliates such as Nautilus International, the ITF is making a strong case for a future characterised by highly-skilled
professionals. ‘The more critical the challenges, the more critical it is to have good people,’ he said.

It is time for the maritime industry to regain the pride and confidence it once enjoyed so that its workers are more highly-valued, he argued. ‘Maritime used to be respected, and captains were pillars of society,’ he pointed out. ‘It’s still a proud industry for its workers, but it’s not appreciated by the wider public.’

Unions need to take a lead on influencing government policy to upskill and raise the status of maritime professionals. Seafarers need to say positive things about their industry and talk about the value and excitement of seafaring careers. Alongside the necessary work of unions to identify and address the industry’s shortcomings, good practice and successes should be celebrated.

This point echoed views expressed by many Nautilus members throughout the GM19 conference, and was warmly welcomed at the roundtable discussion.

**Members’ response**

Nautilus Council member Graham Fisher was one of those keen to spread the word that he enjoys his job and has a good employer, but he regretted that the vessels he works on are often seen in a negative light by maritime unions because they are registered with flags of convenience.

Mr Cotton responded that the time might have come for the IFF to take a more nuanced position on flags of convenience, but that unions still strongly believed that there should be a link between the nationality of flag and of vessel ownership. ‘It’s about who takes responsibility,’ he stressed.

Both Mr Fisher and Union member Dawn Franklyn also made the point that a bright tech-based future for seafaring could not be achieved without more attention to seafarers’ mental health.

Ms Franklyn said that all the exciting talk of young people and skills for the future could seem a world away from the day-to-day experience of middle-aged maritime professionals who need upskilling and whose retirement age keeps being moved. These people can feel depressed and unwanted. Mr Fisher asked whether the Maritime Labour Convention (MLC) went far enough in protecting seafarers’ mental health.

In response, Mr Dickinson said that it was important to challenge the narrative that there is no longer a place for experienced seafarers. ‘We must upskill, but we must also spread a message of optimism. We are needed.’ He also offered further discussions with members on ways in which Nautilus can support members with their mental health.

Dr Doumbia-Henry, who is known as ‘the mother of the MLC’ from her time at the International Labour Organisation (ILO), said that there were already some provisions relating to mental health in the Convention, but it should be seen as a living document. There are regular reviews and a

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‘Nautilus has put proactive policies in place to ensure we remain relevant and responsive’

straightforward way of ratifying amendments, she noted, and proposals from unions are welcome.

**Ending on the environment**

Ms Kelly asked a final question of the panel: ‘What would you do if a high-profile environmental campaign group like Extinction Rebellion protested against shipping?’

Mr Cotton answered that he would defend the industry’s record as the lowest-carbon form of cargo transportation, but would seek to accelerate change on emissions. Unions and the IMO can both be too slow to act, he acknowledged.

Mr Dickinson agreed that pressing action was needed on the climate crisis, and the shipping industry should have a much greater environmental focus. But while acknowledging the wake-up call from campaigners such as Greta Thunberg, Nautilus as a trade union has a duty to find a way forward that keeps its members in work.

‘We need to recalibrate how we think and speak to young people,’ he said. ‘How and when can we get to a zero-carbon future? It can’t all happen straight away because people have livelihoods based on the existing situation. We need time for a just transition, but we will do it.’

The Nautilus Strategic Plan and 2030 Vision can be downloaded from: nautilusint.org/en/strategicplan

The WMU report Transport 2040: Automation Technology Employment – the Future of Work can be downloaded from: commons.wmu.se/lib_reports/58
Words from our allies

Nautilus International invited expert speakers to GM19 in Rotterdam to discuss the future of maritime work in the context of technological upheaval and climate change.

Paul Nowak: solidarity strengthens workers’ rights now and in the future

‘The best way for workers to win is to join together,’ TUC deputy general secretary Paul Nowak told Nautilus International members in Rotterdam, in a wide-ranging speech that covered the challenges of Brexit, of working with a Conservative government and combating years of austerity in the UK.

Mr Nowak, who has been with the UK union federation for 30 years, focused heavily on the benefits of trade unions working together to improve workers’ rights. For Nautilus International, that means organising across borders, organising globally, and making real that old trade union adage that unity really is strength.

Nautilus International is part of the TUC ‘family’, which is made up of 48 affiliated unions and 55m individual members. ‘Every single union member is stronger for being part of a union,’ Mr Nowak said.

That family of unions in the UK faces some big challenges, he said. Brexit uncertainty and political volatility has created a dangerous time in British politics. ‘The fact is, when it comes to British politics we are in uncharted waters.’

The TUC believes that a general election is imminent, as is a second referendum on whether the UK should stay or leave the European Union. The risk of a ‘no-deal’ Brexit remains, argued Mr Nowak in his speech last month, despite cross-party opposition and legislation that outlaws it. The TUC believes no-deal ‘would be disastrous for the people we represent and for the British economy as a whole’, he stressed.

He outlined three priorities for the TUC in coming months:

1. To lobby for job protection post-Brexit and to secure employment rights, discrimination legislation, and working time regulations, among others, which are currently underpinned by EU Directives. To ensure there is no return to a hard border in Northern Ireland.

2. For government to create a coherent industrial strategy, that tackles change brought about by automation and decarbonisation and puts working people and unions at its heart. Key tenets include a ban on ‘zero hours’ contracts, a minimum wage of £10 per hour from 2020, and employment rights from day one.

3. To grow membership to ensure strong, effective trade unions in the UK, in Europe and across the world. The TUC has been working with the Labour party to put together a new package that would support unions and workers, including sectoral bargaining and the right to access workplaces and company intranet systems to speak with workers directly. ‘This would effectively reset the balance of power to ensure workers have a voice,’ Mr Nowak said.

Beyond that, the TUC is looking to the future, working with its affiliated unions on building a digital strategy to reach out to younger workers. It recently launched a ‘digital lab’ to identify projects to support members and make it easier for people to join. It is in early-stage discussions with Nautilus to work on a transboundary union pilot project.

‘I am absolutely certain that when Unions and working people stand together, campaign together, and take action together, that’s when we win together,’ concluded Mr Nowak.
Han Busker: zero-hours contracts, social justice and young people in trade unions

Han Busker, the leader of the Dutch union federation FNV, had a clear message in his speech to the Nautilus General Meeting conference in Rotterdam.

"When people in the Netherlands think of unions, they think of old men with grey hair," he said. "We old grey men have achieved a lot, but we have to deliver for young people now if we want to stay strong and keep our membership numbers up.

One of the biggest employment challenges of our time, said Mr Busker, is the so-called "flexible" contract (known in the UK as 'zero-hours'); a practice that only really benefits employers. Young workers are disproportionately affected by these disadvantageous contracts, he pointed out, and they need to know that joining a union can help them.

Asked how he thought unions should recruit and retain more members, Mr Busker welcomed the presence of numerous young people at the Nautilus General Meeting and said that the way forward was to give them space to do things their way. In addition, a more informal approach to union business and quicker, more visible action could be attractive to young members, he suggested.

He also said that success attracts new members and pointed out that the FNV had recently played a major part in winning improvements to the Dutch state pension, including an earlier retirement age for people doing 'heavy work' – which includes seafarers.

Mr Busker's other main rallying cry was for European workers to continue to pull together in support of employment rights and social justice.

The possible consequences of Brexit are not just a concern for British workers, he said, but are creating challenges throughout Europe and beyond. He commended the global outlook of Nautilus International and said that the FNV was proud to work closely with the Union.

The Netherlands Trade Union Confederation (FNV) is the largest trade union confederation in the Netherlands with over 1 million members, more than all the major Dutch political parties. The FNV supports its members in the areas of collective bargaining and labour relations, such as the conclusion of collective agreements, and individual interests.

Guy Platten: painful transitions lie ahead for industry in fourth propulsion revolution

Changes brought by automation and new technology for de-carbonisation will be hard and disruptive to seafaring and future seafaring skills, and the time to prepare is now, warned Guy Platten, the secretary general of the International Chamber of Shipping (ICS).

Mr Platten said: 'Whereas previous industrial revolutions were characterised by advances in technology, now the underlying advances will be in communication and connectivity rather than just technology.'

These technologies have 'great potential to connect millions more people to the web, including new satellite networks to every single ship and port in the world, so we have the capacity to drastically improve efficiency of business and organisations and help regenerate the natural environment through better asset management.'

'New skills and new approaches will be the currency of success,' he said, although 'old skills' and experience would always be necessary.

He challenged the Union and its members on the need to act to halve emissions by delivering zero carbon fuel ship orders and predicted the IMO 2018 Paris Agreement for shipping emissions was going to be 'the most important transformation facing the maritime sector since the transition from sail to steam'.

In response to Nautilus Council member Captain Jessica Tyson's question on the loss of core seafaring skills in the race to adapt for automation, Mr Platten said: 'We won't get away from core traditional skills, but certainly some skills will have to evolve.'

And while confident of good career opportunities for young seafarers, he warned their mental health needs, and competent training standards would be the cornerstone of the existing 1.6m seafarers and those of future entrants.

Mr Platten said the ICS has proposed to review the STCW Convention and aimed to commission a survey in 2020 on the potential number of seafarers needed for the future.
Above and beyond

Nautilus members, officials and friends were recognised at the 2019 General Meeting in Rotterdam for their exceptional work to support the Union and its activities

Union thanks Andrew Linton for 36 years of service

Nautilus International has recognised former director of communications Andrew Linton for his dedication to campaigning and journalism on behalf of merchant seafarers over more than 40 years.

Mr Linton’s work was commended with one of the Union’s top honours, the Nautilus Award.

In presenting the special award, which distinguishes professionalism and dedication to Union causes, Nautilus International general secretary Mark Dickinson said:

‘The maritime community and members have a great deal to thank Andrew for. He leaves a legacy of campaigning on behalf of the Union to highlight “sea blindness” and to shine the spotlight on many areas of safety, jobs, skills and fair treatment for merchant seafarers.’

Mr Linton said the award was a ‘proverbial bolt from the blue’.

‘It’s been a genuine privilege to work for Nautilus and its predecessor unions for the past 36 years, and to be part of collective efforts to give maritime professionals the respect that they deserve.

‘Nautilus is a very special organisation, and it is not hard to become passionate about its long and proud history and the remarkable range of its work on behalf of members and the wider maritime community.

‘The constantly evolving challenges of the shipping industry have made it an endlessly fascinating job, and I’ve had some great colleagues to work with over the years, with the valued support of members helping to make it all the more worthwhile.’

Under Mr Linton’s leadership, the Union’s communications department won numerous awards for its Nautilus Telegraph magazine, website and other campaigning materials.

Mr Linton retired in December 2018 but continues to support Nautilus International and is currently writing a book on the Union’s history dating back to 1857.

Honorary Membership awarded to retired trustee John Lang

A former Nautilus International trustee director has been recognised for his invaluable contribution to the Union over 16 years with an award of Honorary Membership.

John Lang joins former labour deputy leader John Prescott, and ‘mother of the Maritime Labour Convention’ Cleopatra Doumbia-Henry in receiving the award, which has only been granted 12 times since it was introduced in the 1960s.

Nautilus International general secretary Mark Dickinson presented the award in Rotterdam.

‘The Union is indebted to John Lang for his steadfast stewardship over the past 16 years,’ Mr Dickinson said. ‘As a trustee director, John made an invaluable contribution to Nautilus, providing deep insight and knowledge and giving careful oversight of the Union’s activities.’

A former Marine Accident Investigation Branch (MAIB) chief inspector, Mr Lang stepped down last year as a trustee director of the Union.

He first went to sea as a navigation officer cadet with P&O but transferred to the Royal Navy and rose rapidly through the ranks – taking command of a submarine at the age of 29.

Eventually leaving the service as a Rear Admiral, he went on to spend five years as head of the MAIB before devoting his time to voluntary work in the maritime sector.

Mr Lang is a former member of one of Nautilus International’s forerunner unions – the Merchant Navy and Airline Officers’ Association (MNAOA) – having joined as a cadet in 1959.

Former trustee director John Lang, left, was awarded an honorary membership for 16 years’ outstanding service for the Union by general secretary Mark Dickinson.
Member Helene Peter-Davies recognised for mentoring role

Nautilus International member and solicitor Helene Peter-Davies has been presented with the Union’s prestigious Victoria Drummond Award in recognition of her mentoring work with nautical cadets and executives working in the maritime sector.

The award is a long-standing tribute to Victoria Drummond – the first woman to serve as a chief engineer officer in the Merchant Navy.

Mrs Peter-Davies’ extensive maritime career has included mentoring and inspiring many female nautical cadets and female executives working in the maritime sector.

Now a partner at a leading boutique shipping law firm, MFB Solicitors, Mrs Peter-Davies’ 28 years’ experience of the shipping industry includes 12 years’ sea-going experience.

Mrs Peter-Davies is the first British female Master Mariner and solicitor to be appointed as a partner in a shipping law firm. MFB Solicitors is also an approved pilot charter company for the Women in Maritime Charter launched by Maritime UK and supported by Nautilus International.

‘Mrs Peter-Davies has shown that a woman can have a successful career at sea and an even more successful transfer of skills, experience and knowledge into a shore-based shipping career,’ Nautilus International general secretary Mark Dickinson said on presenting the award in Rotterdam.

Mrs Peter-Davies is a member of numerous nautical and legal professional bodies, including the women in seafaring support network WISTA-UK, and is an associate fellow of the Nautical Institute, a Liveryman of the Honourable Company of Master Mariners (HCMM), and a supporting member of the London Maritime Arbitrators Association (LMAA).

She is also a regular expert speaker at international maritime conferences and is a recommended lawyer in The Legal 500 rankings.

Outstanding member activism recognised in inaugural General Secretary’s Award

Three Nautilus International lay representatives have had their long-standing activist work on behalf of seafaring colleagues recognised in the Union’s newest award – the General Secretary’s award.

This new award agreed by the Nautilus Council recognises the achievement of activists across the transboundary union branches, who have shown exemplary determination and commitment to the Union’s goals and in support of their fellow members.

Inaugural recipients were members chief officer Hans Esmeijer, third engineer Willie Jackson and electrical technical officer Derek Scott.

In making the award, Nautilus International general secretary Mark Dickinson praised their commitment to the Union and fellow members.

Mr Dickinson added: ‘Lay representatives, or cadre leden as we know them here [in the Netherlands], are the lifeblood of this union. These three members and the hundreds of others who stand for election as liaison officers to represent their fellow maritime and shipping professionals, or volunteer as partnership delegates, provide essential support to the Union in the workplace. We are stronger because of them and I place on record my sincere gratitude.’

Receiving his award, Mr Jackson commented: ‘I am shocked to receive this award, but all I can say is, as all liaison officers know, we think of times it is thankless task. But we look to our leadership and are privileged to work with our good friends.’

Speaking of his cadre leden work in the Netherlands, Mr Esmeijer said sometimes the voluntary work for members was about fighting the fight even if you ‘lost the war’.

Nautilus members chief officer Hans Esmeijer, above, and third engineer Willie Jackson, below

November 2019 29 nautilusint.org
Lightbulb moment snags top prize

Nautilus ferry sector member Marino Giorgetti’s chance snap of himself carrying out routine maintenance onboard turned out to be his lightbulb moment – winning the 2019 Nautilus/Inmarsat photo competition.

The photo shows the CalMac Ferries third mate up the main mast of the M/V Isle of Arran ferry changing a lightbulb. It was the lucky one of 12 photos he submitted from his nine years at sea, and handed him the first prize of £1,250.

The photo beat nearly 400 entries from members and other maritime professionals in a wide variety of maritime industries, showing seafarers at work on vessels in all kinds of weather.

The other prize winners were:

- **Second prize**: Nautilus member Simon Lowden – for his photo illustrating an abandon ship training drill.
- **Third prize**: Nautilus member Luke Short – with his snap of Canadian mooring operations.

Nautilus International general secretary Mark Dickinson congratulated Mr Giorgetti for his success and noted how all the winning images illustrate the Union’s key message of how seafarers are the unsung heroes of the global economy, keeping the lights on and families fed around the world. Their service should be celebrated in all its forms, and

Nautilus International is proud of its long history in raising public and political awareness of the shipping industry and the essential role played by merchant seafarers.

Inmarsat marketing and PR director Mark Warner said: ‘Congratulations to all the winners for their stunning pictures of life onboard, which showcase the breadth and depth of skills and experience in the industry, and which remains vital for world trade and global prosperity.’

Mr Giorgetti, from Largs in North Ayrshire said: ‘I am honoured that Nautilus has chosen my picture as the winner. I feel it shows one of the many diverse jobs that we seafarers undertake as part of our role onboard every vessel.’

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**Nautius/Inmarsat photo competition 2019 Life at Sea winner Marino Giorgetti is congratulated by Nautilus general secretary Mark Dickinson**
Updated legal framework approved by members

Nautilus members have voted for a raft of new Rules during a special Rules General Meeting at its four-yearly policymaking conference in Rotterdam.

The Nautilus International Rules are the legal framework by which the Union is governed. They are intended to provide overarching powers, duties and responsibilities which are then, where appropriate, further expanded upon in the Regulations approved by the Council and which have the same force as the Rules.

The Rules can only be changed by a Rules General Meeting, which is usually convened at the time of a Nautilus International General Meeting. Regulations can be changed by Nautilus Council.

Nautilus International assistant general secretary Ronnie Cunningham hosted the Rules General Meeting in Rotterdam.

The new Rules were agreed at the October 2019 Rules General Meeting.

The definitive legal version of the Rules is available to members online.

New website showcases Council report

A new website for the Nautilus Council’s Report to the 2019 General Meeting has been launched. It includes information on the Union’s Strategic Plan, governance and democratic structures and professional services. It also hosts a video that outlines Nautilus’s role as a global Union for maritime professionals.

Since the last Nautilus General Meeting, in 2015, the Union has staged a series of successful campaigns for members to protect jobs, skills and the future of the shipping industry in the face of extremely challenging market conditions, rapid and intense change and dramatic advances in technology, digitalisation and automation.

The report provides details of the work that has been done across the Union’s specialist divisions to deliver for our members over the past four years.

‘The maritime industry is a global business, with a global labour market and it needs a global union to represent the professionals who make it work,’ Nautilus International general secretary Mark Dickinson said in launching the site.

‘In a time of constant change, it’s more important than ever to unite. We are stronger together and will continue to make a real difference for maritime professionals in the Netherlands, Switzerland and the UK and across the globe wherever our members work.’

‘Together we are Nautilus’ Union videos

Shipping is a global industry, and Nautilus International’s support for members around the world in times of change is highlighted in two new videos presented to the Union’s 2019 General Meeting.

Nautilus officials explain the range of areas in which they organise and represent members – from being developing wellbeing guidance, putting proposals forward to the National Maritime occupational health and safety committee, achieving pay increases on behalf of members globally, and standing firm on fair treatment for all seafarers.

‘It’s more important than ever to ensure our office supports members wherever they may be. The world around us is changing and we need to stay relevant,’ general secretary Mark Dickinson said.

Members are ‘at the heart of everything the Union does, as shipping keeps the world moving and our members keep the economies going,’ Mr Dickinson said.

Looking to future technological, automotive, communication and connectivity advances, Mr Dickinson says shipping is under more pressure than ever before to invest in new technologies.

‘The rise in automation means the role of the seafarer is constantly evolving. We will always embrace technology, but it must serve a purpose. It must be about enhancing the human experience. We know many of our members are worried about automated vessels and what they mean for the industry. We carry out surveys [of members] and speak regularly to shipowners to understand how technology can impact members where the technology is embraced.’
Increasingly-automated onboard operations are turning seafarers into ‘machine minders’ and are serving as a ‘breeding ground for boredom at work’, according to a new study by French maritime medical experts. ANDREW LININGTON reports.

**MARITIME MALAISE**

Research published in the International Maritime Health (IMH) journal has warned that the impact of monotonous tasks at sea may reduce attention and vigilance, increase the risk of accidents, and lead to higher levels of smoking, drinking, eating disorders and addictive behaviours amongst crew members.

The study, carried out by members of the French Society for Maritime Medicine (Société Française de Médecine Maritime), says that increasing industrial automation is posing a growing problem, and it points to similar research undertaken in the aviation and road transport industries examining the effects of repetitive tasks and little or no intellectual stimulus.

A condition described as ‘automation complacency’ has been diagnosed amongst airline pilots, in which they can become over-reliant on automated systems and fail to exercise sufficient vigilance or sustained attention. In some cases, they rely on automation rather than exercising their manual pilot skills and abilities.

Some airline pilots complain that modern cockpit systems make it harder for them to revert to manual mode and that their job satisfaction has declined as a result of becoming ‘system monitors rather than pilots’.

Psychologists commonly define boredom as ‘a state of low arousal and dissatisfaction attributed to an inadequately stimulating situation’. Boredom occurs when workers are faced with a monotonous life combined with frustration, the IMH paper notes. ‘This combination is often found among seafarers, because of the monotony of work onboard, routine deck-work or using machinery, being on watch, or doing maintenance tasks, especially at sea,’ it adds.

The research compared a group of seafarers serving with a French oceanographic research company with shore staff. It found significantly higher rates of cigarette smoking amongst the seafarers – with more than 15% being smokers, compared with 9.3% of office staff.

While only 12.5% of officers were on medication, 27.4% of office staff and 30.8% of ratings were on medication. Just over 10% of ratings were taking drugs to reduce anxiety (anxiolytics) and 5% were taking anti-depressants, compared with 2.5% of officers on anti-depressants and anxiolytics, and 6% of office staff taking anxiolytics and 8% on anti-depressants.

Researchers said differences in the level of job demand and job control meant ratings were much more likely to be classed as passive rather than active in their work, and therefore much more prone to boredom, with high levels of boredom proneness almost twice that of officers.

‘For many of them, this would translate to the existence of a state of boredom due to a lack of external stimulation and, in particular,'}

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**The study suggests that it might be useful to screen seafarers for their proneness to boredom and depression as part of their ‘fitness to work’ process**
Key findings from the French study published in IMH journal

Percentages indicate the proportion of participants agreeing with each statement.

<table>
<thead>
<tr>
<th>Officers</th>
<th>Crew</th>
</tr>
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<tbody>
<tr>
<td><strong>Significant</strong></td>
<td><strong>Highly significant</strong></td>
</tr>
<tr>
<td>Many things I have to do are repetitive and monotonous</td>
<td>50%**</td>
</tr>
<tr>
<td>Frequently when I am working I find myself worrying about other things</td>
<td>76.9%**</td>
</tr>
<tr>
<td>Time always seems to be passing slowly</td>
<td>32%**</td>
</tr>
<tr>
<td>I often find myself with nothing to do, time on my hands</td>
<td>21%*</td>
</tr>
<tr>
<td>I feel that I am working below my abilities most of the time</td>
<td>34.2%*</td>
</tr>
<tr>
<td>I am often trapped in situations where I have to do meaningless things</td>
<td>71.8%*</td>
</tr>
<tr>
<td>I have projects in mind all the time, things to do</td>
<td>71.8%*</td>
</tr>
<tr>
<td>I often find myself with nothing to do, time on my hands</td>
<td>50%*</td>
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</table>

There were differences between officers and ratings — with officers being more affected by levels of external and internal stimulation and ratings more influenced by living and working conditions.

The study suggests that it might be useful to screen seafarers — and especially ratings — for their proneness to boredom and depression as part of their ‘fitness to work’ process. Although those found with high scores should not be automatically refused work, the researchers suggest they should be subjected to ‘enhanced monitoring’.

The research notes that some individuals are better able to cope with boredom-inducing factors than others, and studies in aviation have shown that airline pilots have been able to develop techniques to stave off the effects of low stimulation. Most say chatting to their colleague on the flight deck is the most effective way to do this, while one pilot spoke of treating the autopilot ‘like a bad co-pilot and watching everything the airplane is doing’.

Other aviation research has found that while cockpit automation can sometimes relieve pilots of certain tedious tasks and give them more time to think ahead, their thoughts may drift onto non-work related matters. Ultimately, it argued, more should be done to improve the design of automated systems so that they ‘more meaningfully engage the human operator’. 

monotony and the routine nature of the work, a loss of a sense of the meaning of work, or a divergent perception of the passage of time,’ the study states.

The boredom proneness test does not just appear to quantify a personality trait but is also influenced by the level of job satisfaction,’ it adds.

The researchers found that while just over one-quarter of officers said that much of their work was repetitive and monotonous, almost 50% of ratings described their duties that way. Fewer than 6% of officers said time always seemed to pass slowly at work, compared with 33% of ratings.

And while one-quarter of officers said they feel they work below their abilities for most of the time, the figure was just over 60% for ratings.

Such figures highlight a problem with the work routine for many seafarers, the report argues, ‘which is today transformed on modern ships into watch and maintenance work, of no particular interest to these seafarers’.

Combined with the ‘familiar frustrations of separation from family, containment in a confined space, and poor relationships with people onboard’, these factors create the classic conditions for boredom, it adds.

The paper points to other research linking boredom to depression, and the researchers said there was evidence of this amongst seafarers. However,
Ten years ago, owing to the increasing accidents and deaths in enclosed spaces onboard ships, I began a campaign to draw attention to this problem and try to solve it.

I enlisted the support of the Mines Rescue Organisation, now privatised as MRS Training and Rescue, who joined with me in this venture and applied their extensive enclosed space knowledge gained in the mining industry.

With a decade now having elapsed since the start of the campaign, I thought it would be useful to see just what has been achieved in this time.

**Legislation**

All marine legislation is in the hands of the Safety Committee of the International Maritime Organization (IMO). Regrettably, the appointment of delegates to this committee is decided by the flag states, which in many cases are controlled by the ship owners whose vessels are registered with them – notably Panama and The Bahamas. This can mean that delegates favour what the shipowners want, even having the ability to appoint shipowners’ employees as their delegates.

This could explain why, regardless of the continuing deaths of crew and shore workers who come onboard, only two pieces of legislation have been passed in 10 years.

The first of these legal requirements states that enclosed space drills are to be held onboard every two months. A drill is held to ensure that the training for a certain emergency is satisfactory for that time and place and all in the team know their required function.

However, there is no requirement for crew members to have had the proper training in the first place. Onboard training is not sufficient, as how can those who have never had training themselves train others? Training in enclosed space entry and rescue is required just as much as firefighting training.

The second requirement is to have oxygen/gas detectors onboard. This was very belated legislation and much needed. Unfortunately, the IMO set the required oxygen level standard at 21%. As normal air is considered to be 20.8% oxygen, this could lead to the alarm going off whenever the detector is switched on, leading to the eventual ignoring of the alarm.

The basis for safe entry into an enclosed space is the presence of safe and breathable air. These are not the same. Safe air is generally set at 20.8% oxygen; however, breathable air has a far lower percentage, and it is considered to be acceptable to enter spaces with 19.5% oxygen – with an example of one major industrial country allowing 18%.

The aim of the oxygen meter is to determine the level of oxygen in the air and to indicate any variation in that content as various spaces are entered. It would be convenient to say that if there is any reading below 20.8% then the space should not be entered, but as the oxygen content in the air outside a space can vary, this has to be taken into account. For example, a ship alongside in summer in a heavily industrialised city could have an open-air reading of far less than 20.8% before entry. The meter must therefore be used as an indication of deterioration of oxygen content rather than a go- or no-go indicator. Should it indicate that any space has a lower content of oxygen than that existing outside, then, regardless of how small, the cause of this difference must be determined and the safety of the space verified before entering.

**Training**

As previously stated, no enclosed space entry or rescue training is required under international maritime legislation. Mines Rescue joined with Videotel to produce seven DVDs dealing with enclosed...
A major shipping company had three dead in an enclosed space with only a rope for rescue

required by industries ashore. While the companies wring their hands and issue statements about how they value their seafarers, they continue to do nothing to improve the situation.

The organisations ashore, especially the P&I clubs, flood the ships with advisory booklets and posters, but never demand that the ships in their clubs provide the equipment and training.

The National Marine Authorities issue notices but do not make their own legislation for their flag ships.

While the awareness of enclosed space dangers has been increased, the reports from those countries who do report keep coming in. It is as if 10 years has never happened, except of course for the dead and their dependants.

**Nautilus response**

Nautilus continues to make every effort to reduce the unacceptable number of deaths that occur in enclosed spaces on ships. In the UK, we have implemented measures through the MNTB to make it mandatory that all UK cadets attend an enclosed space entry course as part of their training programme, we have successfully resisted proposals to remove the requirement to carry rescue equipment on cross channel ferries and we have been involved in a number of initiatives both industry specific and in the wider health and safety sphere to share knowledge and best practice.

Internationally, in addition to supporting initiatives at the IMO to make enclosed space entry drills and the carriage of testing equipment mandatory, we will continue to support proposals that have been placed on the agenda to make enclosed space entry training mandatory at international level.
The iconic Ship Captain’s Medical Guide has had its first major overhaul for 20 years. ANDREW LININGTON finds out how advances in technology influenced the ‘complete rewrite’ needed for the 23rd edition

International health service

If you think seafaring is dangerous today, spare a thought for those at sea 150 years ago. In 1869 a total of 1,460 British seafarers died as a result of disease, 2,839 by drowning, 277 in accidents and 256 by other causes.

Today, one of the initiatives launched by Victorian social reformers in a bid to cut these shocking statistics is not only still with us but is now being relaunched. The 23rd edition of the Ship Captain’s Medical Guide has just been published, with its radically revised content reflecting the latest advances in treatment and care.

The original publication – written by Dr Harry Leach, resident medical officer on the Dreadnought hospital ship and inspector of lime and lemon juice for the Port of London – first appeared in 1868 and aimed to reinforce requirements introduced in the 1867 Merchant Shipping Act for British ships to carry a defined set of medicines and medical supplies.

Seeking to help shipmasters recognise, diagnose and treat sick or injured crew members, its carriage was – and continues to be – required on UK ships, and it also went on to become a course textbook for officers being trained in first aid and medical care.

Since its first edition – which ran to just over 90 pages and included advice on such things as scurvy, fish-poisoning, ague, arsenic and ‘excessive drunkenness’ – the Guide has undergone regular updates to keep pace with the latest medical best practice, as well as developments in the understanding of disease, new medicines and treatments, and access to radio-medical advice.

The new book is described as a complete rewrite from the previous edition, which was published in 1999. The revolution in global communications over the past 20 years has driven some sweeping changes in the contents of the Guide.

‘Telemedical advice is usually available almost instantaneously, from anywhere in the world,’ say the Guide’s authors, intensive care consultant Dr Spike Briggs, former Maritime & Coastguard Agency chief medical adviser Dr Tim Carter, and Colonel Dr Katharine Hartington of the Royal Army Medical Corps.

‘Images and medical test results can be sent to shore-based medical advisors with minimal delay,’ they point out. ‘Video consultations are routine ashore, and part of mainstream medicine. While not routinely available at sea, where available, the ability for the doctor to see and talk to the casualty in real time essentially improves understanding of the clinical situation, and thus better informs the decision process.’

The new edition also mirrors recent advances in medical technology. ‘The capability for “point-of-care” testing has essentially changed how medicine is practised, from the bedside in the most technical intensive care unit to the remotest place on earth,’ the
delivering care in emergency clinical situations, and the concept has been extended to many other areas of emergency medical and trauma conditions, as well as more routine medical conditions.

'A structured approach gives the non-medical professional clear guidance on recognising serious clinical situations (using “red flags”), the required immediate actions, and when to call for advice,’ the authors note.

Other significant changes include a more diagrammatic presentation, with the emphasis on a condensed summary of evaluation and treatment. The new Guide features:
- flow charts to aid evaluation and treatment
- Incorporation of ‘red flags’ to aid identification of potentially life-threatening conditions
- clear, authoritative advice and easy-to-follow guidance
- step-by-step illustrations to explain emergency procedures
- cross-references to further detail
- anatomical illustrations

Now running to 332 pages, the book is divided into six parts, with the first four covering emergency care, trauma, medical disorders and medical procedures. In each of these chapters, users can consult a flow chart for a condensed summary of evaluation and treatment. The remainder of the chapter expands on this outline, further explaining what to look for in an examination, giving hints on prevention, and describing the features of specific injuries and treatments.

Part 5 provides useful reference material such as the structure and function of the body, record-keeping and continuing care.

The final chapter, Appendices, contains essentials such as evacuation by helicopter or boat, transporting a casualty and a medicines guide. The Telemedical Maritime Assistance Service (TMAS) medical report form is provided on the front flyleaf, while the antibiotics and pain relief guides are on the back flyleaves.

Around 20 people in total worked on the new edition, with work on the project overseen by a user review group of industry professionals and stakeholders – including David Appleton and Allan Graveson from Nautilus International – who provided technical advice and practical guidance to the MCA, the authors and TSO.

The review group also included representatives from shipping companies, the fishing and workboat sectors, and the RMT union, as well MCA chief medical adviser Dr Sally Bell and seafarer safety and health manager Julie Carlton.

'It has taken around two and a half years to put the new edition together,’ says David Bryan, from TSO. ‘It’s an iconic book, so it was a privilege to be involved. We’re very grateful to all those who contributed and are delighted with the end results.’

So, after all that work, is it too early to ask when the 24th edition will appear? ‘It is our intention that a new edition will come out every five or six years,’ Mr Bryan reveals, ‘but a lot will depend on advances in medicine, treatment and technology.’

The 23rd edition of The Ship Captain’s Medical Guide costs £40 and is available in book and e-book formats. For bulk purchases, call 01603 696280; for individual purchases, visit www.tosshop.co.uk.
NO TURNING BACK

Despite vociferous objections from sections of the UK maritime community when the plans were announced in 2015, Solent University went ahead with closing Warsash Maritime Academy’s waterfront campus, and Warsash cadets are now well-established in their new home in Southampton. So have the initial concerns been borne out? Former Nautilus Council member BRIAN HOARE went to see for himself.

hock, horror, the Warsash Maritime Academy (WMA) was to cease maritime training at the Warsash site and be incorporated into Solent University in Southampton. The unique ethos would be lost, standards would drop, and cadets would become anonymous as they were subsumed into academia. Brand Warsash – which had survived four moves, six governance changes and eight name changes during its 110-year history – would be lost forever.

These are thoughts that may have gone through the minds of some members of the Warsash Association when the move was announced in 2015. The Association has a worldwide membership of over 500 former WMA cadets, senior students and staff, all of whom were paying close attention to the changes.

The plans certainly influenced the shipping and training industry, and cadet intake fell despite Solent University publishing its plans for a major investment in new facilities for cadet training based in Southampton.

The challenge for Solent University was to prove to all interested parties that the worldwide reputation for first-class training at WMA in all its forms since 1909 would not be lost in the transition.

The Warsash Association has had a close relationship with the WMA and its senior management and staff for many years through sponsoring awards, supporting the annual Sail 4 Cancer 24-hour life raft endurance challenge, participating in the annual remembrance observance, attending graduation/prizegiving ceremonies and dinners, and inviting cadets as guests to the Association’s Christmas lunch.

Cadets were traditionally offered free membership of the Association for the duration of their training, which gives them access to the website and quarterly journal covering current and past maritime matters and WMA history. With such radical changes proposed, would this link also be lost?
The Association sought to informally engage with Solent University, and it is to the university’s credit that despite this being a time of great pressure, links were established. Reassurances were given to all interested parties that the Warsash brand and reputation would be maintained as part of a £43m investment in maritime training – a huge statement of intent.

So, has Solent University met the challenge? I think the answer is yes. The new training facilities became operational in September 2017, the shipping industry has had a chance to evaluate them and cadet intake has returned to previous levels.

I was impressed with the cadets at the graduation ceremony held in July 2019; they were probably the most smartly turned out group of any graduation I have attended in the past. Dressed in white mess kit, they really stood out during the ceremony and were clearly proud to be identified as Warsash cadets. On meeting them at the prizegiving dinner that evening, I found mature and confident officers eager to embark on their first seagoing appointments.

But would other members of the Warsash Association also be convinced that the unique ethos and standards of the old Academy had been successfully transposed to the Solent University campus? The place to find out was at the Association’s Annual General Meeting and social event on 26 and 27 September 2019, based around the maritime faculty at Solent University.

Solent’s interim vice chancellor Professor Julie Hall and her colleague Professor Captain Syamantak Bhattacharya – the dean of the Warsash School of Maritime Science and Engineering – were among four guests from the university at the Association dinner held in the Spark Building on 26 September. During the evening, Professor Hall gave a short presentation explaining recent changes in teaching methods, which are much different from the old ‘talk and chalk’ days. It was an enjoyable and instructive evening, as well as being our own way of celebrating the IMO International Day of the Seafarer.

Friday 27 September was set aside for 40 members and partners to tour the simulator suite, and then the new cadet training facilities at St Mary’s campus. Simulator training alone represents a £7m investment in six state-of-the-art bridge simulators, an engine room simulator, a liquid cargo simulator, a container crane simulator and a high voltage training facility.

It was impressive and realistic; some members were privileged to play with a twin nozzle tug within Portsmouth harbour. All six bridge simulators can be interlinked for exercises if required and there are debriefing classrooms where radar, ECDIS and video of the bridge team can be displayed to students.

In the afternoon we made the short journey to St Mary’s campus, which is the new home of cadet training, and in a strange way the building does have the feeling of a ship when viewed both inside and out. Again we saw modern interactive teaching equipment, a well-equipped engine room workshop, a welding facility and work in progress to convert a space into a training room for the EDH Certificate.

Of particular and memorable mention during this visit was a more sombre and poignant moment when the Warsash Association president John Millican presented a replica plaque commemorating the 13 Warsash cadets who lost their lives during the Second World War: six British, three Polish and four Belgian. The original plaque used to be displayed at the library of the old Warsash, site and is soon to be permanently mounted in St Mary’s Church, Hook-with-Warsash.

Professor Millican recounted some of the harrowing circumstances in which the ships were lost, with the youngest cadet being just 16 years old and on his first voyage to sea.

The day ended with all Warsash Association members feeling that, as the WMA embarks on a new chapter in its history as the Warsash School of Maritime Science and Engineering, it is in good hands. The ethos and standards are intact, and Solent University has met the challenge. I would encourage all current and former Warsash cadets to visit the Warsash Association website and Facebook page. Please join the Association and help to preserve WMA history while supporting the Warsash School of Maritime Science and Engineering within Solent University to create a new era of training excellence.

The Warsash Association was established in 1984 to maintain the comradeship formed whilst studying at Warsash and serving at sea. To join the Association, visit www.warsashassociation.net.

The Association also has a private Facebook group. To make a request to join this, log in to Facebook and search for the group’s name: The Warsash Association’s FB Group.
GLIMPSES OF OUR MARITIME PAST

The Sailors' Society's bicentenary book is a treasure-trove of maritime tales, writes MELANIE WARMAN, and many of the stories resonate strongly with the charity's work today.

Two hundred years ago, a 40-strong group of men met in the City of London Tavern determined to alleviate the world's woes of London's suffering seafarers. Led by sailor-turned-preacher George Charles Smith, their mission was to help the large numbers of destitute sailors who had lost their jobs at the end of the Napoleonic wars and were roaming the streets of east London.

Their response – to set up a floating chapel for seafarers in 1818 – was the first act of the maritime charity Sailors' Society, which now reaches 1,000 seafarers every day in 90 ports around the world.

The charity has marked its bicentenary by publishing a commemorative book, 200 Stories from the Sea, filled with gripping tales from its archives, from world-famous maritime events to long-forgotten accounts of tragedy and heroism.

The cruel sea

From its early days, a key part of Sailors' Society's mission was to highlight the needs of seafarers by telling their stories through its magazine. 200 Stories builds on these articles to paint vivid pictures of violent shipowners and devastating accidents, of seafarers' vulnerability to the markets and the elements.

The book recounts a miracle during the horrific storms of 1835, which led to the widespread loss of life and property in the north of England.

Rev Tapscott, who worked for Sailors' Society in South Shields, told the story of a vessel torn from its anchors in Burlington Bay and driven out to sea to what all who saw it assumed would be its certain doom.

'It made her way before the wind, immediately between two vessels ... whose men had been in the extremity of distress, pumping incessantly for two nights and a day, seeing nothing before them, until this occurrence, but certain and inevitable destruction.'

As the ship passed between the two vessels, the crews had just enough time and strength to jump ship and board it, leading to their rescue. As they did so, their crafts 'founndered at their anchors and sank, like lead, into the mighty deep.'

One of the Society's chaplains in the early 19th century was the celebrated missionary John Williams, famed as 'the Apostle of the South Seas' for his work on the Pacific Islands.

Williams was passionate about the 'moral and religious improvement' of sailors who would land on these islands and commit terrible crimes.

'I hope the blessing of God will rest on this Society, so that our seamen may become a blessing, instead of a curse,' he said.

In a darkly ironic tragedy, Williams was clubbed to death and eaten by cannibals on the island of Erromango. They saw him as a threat, because just a few days earlier European traders had come to the island and murdered some of their people.

The missionaries who followed Williams had greater success. Erromango became a predominantly Christian island, and some of its inhabitants felt it had been cursed by the killing of a missionary.

In 2009, 170 years after John
Williams' death, islanders invited his descendants from around the world to ask for their forgiveness, renaming the bay where he was killed Williams Bay.

From heroes to horsemeat
Over the years, Sailors' Society crossed paths with people and events that changed history, and led to some of the quirkier stories told in the book.

Among the items gifted to the Society to raise money were a section of the hull of Lord Nelson's ship, the HMS Victory, and a key to the binocular locker on the Titanic which was mistakenly taken off the ship before it sailed — an error that a lookout later reported might have prevented the crew from spotting the deadly iceberg earlier.

The Society was also gifted an embroidered cloth in the 1920s signed by some of the most internationally renowned people of the time, including Anna Pavlova, Sir Arthur Conan Doyle, Winston Churchill and Claude Monet.

The cloth was auctioned off to raise money for the charity. Some 94 years later, the Society received a phone call from a woman who had inherited it and had been keeping it in a shopping bag under her bed. She had only realised how important it was when she took it out to help her daughter do some family tree research for school.

Captian Scott took books donated by the Society on his ill-fated voyage to the South Pole. And in 1960 some floppy-haired lads from Liverpool named John Lennon and George Harrison, who both had sailor fathers, visited the Hamburg branch of the Society to eat when they travelled to the city to play in their fledgling band, The Beatles.

Harison returned to the Society on Christmas Day 1962 with John Frankland, the guitarist of another band he played with.

Frankland later remembered: 'We ate steaks and we found out later they were horse steaks. We'd eaten a horse for Christmas!'
Time machine takes us back to see what seafarers saw

The Sea Journal – Seafarers’ Sketchbooks
By Huw Lewis-Jones
Thames & Hudson, £29.95
ISBN: 978 05000 21279

In a month where we are celebrating the winners of the 2019 Nautilus Life at Sea photo competition (see page 30), here is a fascinating book on the same theme – but with the images stretching back through the ages.

The Sea Journal builds on the idea that seafarers have always been both explorers and reporters, seeing unusual things on their travels and capturing them in descriptions and sketches to show the folks at home.

Author Huw Lewis-Jones set out to find as many seafarers’ sketchbooks as possible and publish the highlights of each one. The process of creating this book has been a continued exploration, a treasure hunt, he says, ‘tracking down these rare objects in obscure libraries, private collections, dusty attics and deep sea chests, passed down through families perhaps, often presumed lost.’

There are some famous mariners in the collection, he points out – including Da Gama, Drake, Nelson and Bligh – but also: ‘a whaler’s wife, a ship’s cook, a cartographer, a cabin boy, sailors and surgeons, travellers and traders, celebrated artists, and a pirate or two.’

We might have expected the sketchbooks to appear in chronological order, with the earliest examples first, but instead Lewis-Jones has made the intriguing decision to present his finds according to the alphabetical order of the creators.

This has the pleasing effect of creating a small surprise with each turn of the page, with the reader suddenly alighting on a new moment as if travelling in time machine bouncing between different eras and opening the door to see what is outside.

After a foreword and introduction to set the scene, the collection begins with 18th-century naval officer George Anson and ends with maritime artist William Wyllie, who lived from 1851-1931. The author also includes a few essays on the subject of maritime art by modern-day contributors.

Most of the entries follow the same format: the name and dates of each sketchbook creator, followed by some biographical information and then some examples of his or her sketches.

These illustrations are largely each creator’s own artwork, but Lewis-Jones sometimes includes artistic maps and ‘found’ images if these have been used by the creator to enhance a particular sketchbook.

The wide range of material encompasses the Second World War visions of John Kingsley Cook – a trained artist who had signed up as a Merchant Navy radio officer for the duration – and the sketches of zebras and elephants witnessed on the travels of medieval Chinese admiral Zheng He.

The 19th century African-American seafarer Charles Benson illustrated his journal with newspaper cuttings of what Lewis-Jones calls ‘saucy women and actresses in their stage-show fashions’. Presumably Benson’s aim was to cheer himself up, as he lamented: ‘What a miserable life a Sea-faring life is.’

However, readers of this beautifully-produced volume will be far from miserable, and may even be inspired to keep their own journals and images of life.
Delightful memoir

This remarkable account of one Scottish lightkeeper's 66 years of service for the Northern Lighthouse Board shines a light not just on lightkeepers but on their good service to shipping.

*Archie’s Lights* is the memoir of third-generation lightkeeper Archie MacEachern, as recounted by his second wife Anne - who had the presence of mind to record reluctant interviews with her much older husband during their 31 years of marriage.

Her narrative does a great job of bringing her husband's voice to life. He and his colleagues were part of a lost breed of Scottish lightkeepers who kept the beacons for ships clean and shining through war and peace. Archie was also present when the last manned Scottish lighthouse, Fair Isle South, was converted to automatic operation in 1998.

Born in a cliff-top lighthouse in 1910, Archie began his career in 1926 as a boy seaman on the flagship tender NLV Pharos. Six years later, he trained as a lightkeeper, and he went on to serve at more than 25 lighthouses across Scotland, including over 10 years at Du Heartach Lighthouse, a 145ft tower near Mull designed by Thomas Stevenson.

Archie was also active in his tiny trade union at a difficult time in the 1930s, in the days before a welfare state or modern health and safety awareness.

His stories give an insight into bravery by lightkeepers in the face of brutal weather conditions and special wartime duties - such as shooting mines and being vigilant for German submarines. In one laconic description he remembers the day when carcasses of drowned elephants floated past one remote lighthouse during the Second World War.

Photographs of Archie, his family, his colleagues and the communities he lived among are scattered throughout the book, alongside illustrations of the lighthouses where he worked.

Anne’s faithful recounting of her husband's career shows the importance of oral histories and is a shining example of how to preserve ancestral knowledge and records of maritime service.

*Archie’s Lights*
By Archie MacEachern and Anne MacEachern
Whittles Publishing, £18.99
ISBN: 978 18499 53993

20th century ferry story impresses with images

Following the denationalisation of British Rail's shipping, hovercraft and hotels sections under the Thatcher government, Virgin Islands-based Sea Containers purchased Sealink Ferries in 1984 for £66m.

Having gained 37 ships, 10 harbours and 24 established routes in this 'sale of the century', the new owners renamed the company Sealink British Ferries, with a livery comprised of the iconic dark blue funnel, styled officer's ranking stripes in gold and white hull with Sealink letters in blue along the sides.

*Sealink British Ferries* tells the story of this company and its predecessors, up to the sale of the operator to Stena in 1991.

It starts with several pages of written history, which is interesting but unfortunately rather hard work to read due to the small, densely packed type. However, it is after this that the book really comes to life, with extensive pictorial sections that include some previously unpublished images.

There are plenty of detailed facts about the Sealink vessels, and stories about their operating lives and eventual fates. Overall, the book is a pleasant way to remember an iconic British maritime name from the 20th century.

*Sealink British Ferries*
By Ian Collard
Amberley, £14.99
ISBN: 978 14456 93040

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- You can also call the Marine Society Shop team on +44 (0)20 7654 7012 to order titles over the phone with a debit or credit card.
The first lighthouse at South Rock off the coast of County Down – the Kilwarin Lighthouse – commenced operation in 1797. However, the position of the lighthouse building was regarded as unsatisfactory, and it was eventually replaced in 1887 by the first South Rock lightship, anchored at 30 fathoms, a mile distant from the lighthouse. A succession of light vessels followed, the last of which was LV Gannet, which took up station in 1954.

Built by Phillip and Son of Dartmouth, a yard which specialised in lightships, the 134ft vessel cost the Commissioners of Irish Lights some £92,500. Irish Lights is an all-Ireland body still in operation today, which survived union with Great Britain in 1801 and partition in 1921.

The Gannet was manned by a crew of up to seven, who after electrification could enjoy some home comforts as a spin-off from power to the light. In 1955 the first change to the vessel’s appearance took place, as its traditional colours of black with a white stripe were replaced by the better-known red.

It continued in service as a manned vessel until March 1982, when it was automated and the crew withdrawn. For the next 27 years the Gannet continued to faithfully carry out its duties until – by now the last Irish light vessel in service – it was replaced in 2009 by a £300,000 navigation buoy connected to the lightship’s anchor chain and equipped with dual redundancy power systems, LED lights, a radar responder and an Automatic Identification System. The buoy even has its own Twitter handle: @southrockbuoy.

The Gannet now embarked on a less happy journey, first as a training vessel in Dun Laoghaire and then as the object of a conversion attempt in England before landing in a ship’s graveyard awaiting its fate.

Meanwhile, 840km inland from the North Sea, the river port of Basel was experiencing economic and technological change due to the reduction of storage space designed for Cold War emergencies, the decline of oil consumption and containerisation. The reduced demand for acreage coincided with the trend towards living in inner-cities in general and at a riverside or in former dock basins in particular.

The city has earmarked large areas of the port as future living and office space for when the current leases expire in 2024. In the meantime, an alternative cultural scene housed in wooden constructions has established itself with an option to renew its leases from 2025.

The organisers of ‘ShiftMode’ pored over the catalogues of ships’ graveyards and identified the Gannet as a suitable centrepiece for their activities after conversion, providing an all-weather cultural space for ‘noise-intensive’ events for up to 300 people and also a base for a radio station in the light tower itself from 2020 onwards.

And so began the journey along the Rhine, ending in August 2019 with a quite a spectacle, as Switzerland’s largest mobile crane heaved the 600 tonne vessel on the site of the former Migrol oil terminal. Nearby, a former harbour crane awaits conversion to a bar and the port plans a new basin replacing abandoned marshalling yards.
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Nautilus International, de vakbond voor maritieme professionals, organiseerde van 8 tot 10 oktober jongstleden haar 4-jaarlijkse Algemene Vergadering 2019 in Rotterdam. Nautilus leden vanuit de gehele wereld werden hier verwelkomd om terug te blikken op de belangrijkste behaalde successen in de afgelopen vier jaar. En bogen zich over de toekomstige kwesties waarmee de maritieme industrie wordt geconfronteerd.

Het thema was: ‘Global Industry, Global Workforce, Global Union’

Toekomstige agenda
De ruim 150 deelnemers aan de conferentie bespraken de belangrijkste successen van de afgelopen vier jaar, waaronder de toename van SMarT-financiering in het VK, ontwikkelingen in connectiviteit van bemanningsleden en het veiligstellen van miljaoenbetalingen en minimum loonverbintenissen voor bemanningen over de gehele wereld. Tevens werd het toekomstige beleid voor de komende 4 jaar besproken en vastgesteld.

Gastsprekers
Daarnaast gaven enkele gastsprekers acte de presence:

Guy Platten, secretaris-generaal van de International Chamber of Shipping

Han Busker, voorzitter FNV

Jim Scorer, Secretary-General of the International Federation of Shipmasters’ Associations (IFMSA)

Paul Nowak, Deputy General Secretary TUC

Steve Cotton, algemeen secretaris van de International Transport Workers’ Federation

Dr. Cleopatra Doumbia-Henry, president van de Wereld Maritieme Universiteit en ‘Moeder van het Maritiem Arbeidsverdrag’.

Nieuwe uitdagingen voor Nautilus leden

‘Leden vormen de kern van alles wat we als maritieme vakbond doen’, is de boodschap van twee nieuwe video’s, waarin het huidige en toekomstige strategische werk van Nautilus International deze week werd gepresenteerd. De scheepvaart is een wereldwijde industrie en de ondersteuning van Nautilus International aan haar leden over de gehele wereld in tijden van verandering is hierin essentieel.

Terugblik op afgelopen vier jaar

De eerste video brengt de leden op de hoogte van het werk van de vakbond rond haar strategische prioriteiten in de afgelopen vier jaar en wat de vakbond voor haar leden heeft gerealiseerd.

Nautilus medewerkers leggen uit op welke gebieden zij leden organiseren en vertegenwoordigen, onder meer inzake hun betrokkenheid bij het ontwikkelen van welzijnsbeleid, het bereiken van loonsverhogen namens leden wereldwijd, vasthouden aan eerlijke behandeling voor alle zeevaarders en werken voor gepensioneerde zeevarenden, zoals in de UK via het Nautilus Welfare Fund.

youtube/1X8xscG31DA

Behaalde successen

In de tweede video stelt general secretary Mark Dickinson: ‘Het is belangrijker dan ooit om er voor te zorgen dat we onze leden wereldwijd ondersteunen. De wereld om ons heen verandert en wij veranderen mee. Hij benadrukte hoe...’
Nautilus de afgelopen vier jaar in internationale en nationale fora heeft gewerkt om kwesties die leden raken dagelijks te bespreken. ‘We hebben een aantal successen voor onze leden in de UK, Nederland en Zwitserland behaald. Leden vormen de kern van alles wat we als vakbond doen, omdat de scheepvaart de wereld in beweging houdt en onze leden de economie draaiende houden’, aldus Mark Dickinson.

(semi) Zelfvarende schepen

De toename van automatisering betekent dat de rol van de zeevaarende voortdurend evolueert. We zullen altijd technologie omarmen, maar het moet een doel dienen. Het moet gaan over het verbeteren van de menselijke inzet. We weten dat veel van onze leden zich zorgen maken over (semi) zelfvarende schepen en wat ze kunnen gaan betekenen voor de industrie.

Inzet komende vier jaar
De komende vier jaar zullen we ons er voor inzetten dat technologie op een positieve manier wordt gebruikt om de arbeidsvoorwaarden voor leden te verbeteren en hun toekomst veilig te stellen. Door er voor te zorgen dat zij over de vaardigheden en de opleiding beschikken om de technologie te omarmen. En door om te kunnen gaan met problemen rond veiligheid, criminalisering en inzet van (semi)geautomatiseerde schepen.’

Diversiteit aanmoedigen
‘Bovendien is diversiteit aanmoedigen een noodzaak om ervoor te zorgen dat de industrie ‘een aantrekkelijker en gastvrijer plek wordt voor vrouwen.’

youtube/om-CMokbbk

Winnaars general secretary award
Drie Nautilus kaderleden ontvingen op 10 oktober bovendien de nieuw ingestelde general secretary award. Voor hun betoefende moed en verrichtte vakbondsactiviteiten ter ondersteuning van hun medeleden.

De winnaars waren: Kapitein Hans Esmeijer, Third Engineer Willie Jackson en Electrical Technical Officer (ETO) Derek Scott.

Levenssader vakbond
Secretary general van Nautilus International, Mark Dickinson, prees hun inzet voor de vakbond en voor andere leden.

Dickinson voegde eraan toe: ‘Lay reps, of kaderleden, zoals ze hier in Nederland kennen, vormen de levenssader van onze vakbond. Deze drie leden en ook de honderden anderen die hun collega-maritieme en scheepvaartprofessionals vertegenwoordigen bieden essentiële steun voor de vakbond op de werkplek.

We zijn er stekker door en ik spreek hiervoor mijn oprechte dankbaarheid uit.’

Gezamenlijke strijd als vakbondsleden
Hans Esmeijer gaf aan ‘totaal verrast’ te zijn door het winnen van deze prijs. ‘Ik ben er vereerd mee, maar we hebben er bij Fairmount met zijn al len voor gestreden om de aangegroeide reorganisatie bij moederbedrijf Boskalis terug te draaien. Helaas is dit uiteindelijk niet gelukt. Maar we streven wel als vakbondsleden voor een goede zaak aan elkaar’.

Jongeren ook enthousiast
Ook de jongeren lieten zich niet onbetuigd op deze GM, inclusief op de op 10 oktober georganiseerde speciale bijeenkomst voor jongeren. Zo stelde Petra: ‘Ik heb ontzettend veel geleefd over het werk dat Nautilus doet voor de zeevarenden. Ook heb ik veel contacten kunnen maken met mensen van over de gehele wereld. En mocht ik in het geval geven over de moties die werden ingediend. Ik raad het elk lid aan om de volgende meeting bij te wonen. En Jeroen: ‘Sowieso was het interessant om te zien hoe het democratische proces binnen zo’n vergadering werkt. Dit, samen met het luisteren naar een selectie boeiende sprekers, geeft me echt het gevoel dat de vakbond er is voor de werknemers en niet andersom. Zeker omdat de Council leden en ook het personeel van Nautilus zeer benaderbaar zijn. Organisatorisch was het ook strak geregeld, zowel qua planning van de meetings als van diners e.d.’

Als de vergadering van 2023 weer in mijn verlof valt, ben ik er zeker weer bij!’

Meer informatie over de General Meeting kunt u vinden op de Engelstalige pagina’s van nummer 20.

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DIENSTVERLENING NAUTILUS INTERNATIONAL EN FNV WATERBOUW

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

Dit keer betreft het:
**KNRM RADIO MEDISCHE DIENST (RMD) VOOR DE SCHEEPSVAART**

Bij ernstige ongelukken of ziekte aan boord van een zeeschip of jacht, waar ook ter wereld, kan de kapitein een arts van de Radio Medische Dienst (RMD), onderdeel van de KNRM, kosteloos om een advies vragen.

**Ontstaan Radio Medische Dienst.**
De Nederlandse Staat is op grond van een resolutie van de Verenigde Naties en een Europese richtlijn die in 1992 van kracht werd, verplicht om voor zeevaarders te voorzien in kosteloos medisch advies op afstand. Vanaf 1999 geeft de Radio Medische Dienst van de KNRM namens de overheid invulling aan deze verplichting. De dienstverlening van de RMD is het 24 uur per dag op afstand medisch advies geven aan zeevaarders die daarom vragen.

**Uitvoering RMD**
De artsen van deze unieke Radio Medische Dienst zijn 24 uur per dag oproepbaar bij spoedgevallen. Zij hebben een normale artspraktijk en doen daarnaast het werk voor de RMD. Deze artsen kennen de maritieme wereld, weten wat zich op een schip kan afspelen en zijn in staat om op grote afstand, uit symptomen die doorgegeven worden, een diagnose te stellen. Afhankelijk van de situatie kan de arts medicijnen voorschrijven of adviseren het slachtoffer of de patiënt van boord te laten halen of naar de dichtstbijzijnde haven te brengen.

**Communicatie**
Per jaar wordt ruim 750 keer Radio Medisch Advies gegeven. Een belangrijk verschil met de medische zorg aan land is dat de advieszorg vanuit de valt de patiënt, maar via een tussenpersoon aan boord. Voor grotere schepen is dat meestal de kapitein of stuurman, die in zijn opleiding een module gezondheidszorg op zee heeft gevolgd. Adviezen aan Nederlandse schepen kunnen zowel in de Nederlandse als in de Engelse taal worden afgehandeld. De RMD zoekt actief naar mogelijkheden om van het schip, dat om medisch advies heeft gevraagd, terugkoppeling te krijgen over de uitwerking van het advies van de RMD en hoe het de patiënt voor wie om advies is gevraagd, uiteindelijk is gegaan.

**Nautilus in Adviescommissie RMD**

Tijdens deze bijeenkomst worden o.a. de ervaringen van de artsen met meldingen over het voorgaande jaar teruggekoppeld, de procedures en werkafspraken bij een Medische evacuatie geëvalueerd en waar nodig bijgesteld.


Inspirerende Nautilus OR-contactdag


Arbeidsmarkt in Balans

Tijdens het middagdeel werd, via een rollenspel, de volgende interactieve case behandeld:

U bent werknemer en OR lid van de in 1990 opgerichte Nederlandse maritieme dienstverlener HILBERWAL.
Deze inmiddels internationale rederij bestaat tegenwoordig uit een vloot (onder NL vlag) van ruim 60 schepen en biedt logistieke oplossingen aan de internationale, exporterende industrie voor haar klanten uit voornamelijk Europa, Noord- en Zuid Amerika en Azië.
HILBERWAL biedt wereldwijde totaaloplossingen aan zijn klanten; vooral actief in de industrie, olié & gas, energie en wind. Het hoofdkantoor staat aan de Lloydstraat in Rotterdam. Hier werken ruim 75 werknemers. Daarnaast is er onlangs een klein kantoor (10 man) in Aberdeen geopend, vooral met de focus op Offshore Wind. Op de vloot werken ruim 300 voornamelijk Nederlandse officieren (voornamelijk kapiteins, stuurmannen en werkruilkundigen). Hiervoor is, evenals voor de kantoor Rotterdam werknemers, inmiddels de laatste jaren een redelijk goede cao afgesloten met Nautilus. Dit is ook te danken aan het feit dat er steeds meer werknemers lid zijn geworden van de vakbond. Ook de huidige waarnemend directievoorzitter, Jan Hilberwal, is wat dat betreft van ‘goede wil’. De vorige directievoorzitter is 6 maanden geleden ineens opgestapt en ‘waarnemend’ opgevolgd door zijn broer en adjunct directeur Jan Hilberwal.

Zaken die er toe doen
Sinds 2010 is er ook een OR (voor zowel kantoor- als vloot personeel). Ook de relatie met de 9-koppige OR is de laatste 2 jaar redelijk goed te noemen. Welven hier eerst voornamelijk ‘simpele uitvoeringszaken’ besproken, de laatste paar jaar wordt de OR steeds meer betrokken bij beleidszaken ‘die er toe doen’. Dit is mede te danken aan de 2 jaar geleden gekozen nieuwe voorzitter en secretaris van de OR. Beiden trouwens ook Nautilus lid. Er zitten bovendien ook nog 2 behoorlijk invloedrijke ‘niet vakbondsleden’ in de OR. En Jan Hilberwal heeft nog weleens de neiging bij ‘lastige zaken’, zoals hij dat zelf noemt, ‘informeel tussendoor overleg’ met deze 2 OR leden te voeren...

Nieuwe strategie/nieuwe directievoorzitter
Het 3-koppige HILBERWAL directieteam is van plan de komende jaren fors te investeren in uitbreiding. Vooral ook in de Offshore Wind. Dit is nodig om HILBERWAL ook voor de toekomst levensvatbaar te houden. De cijfers van HILBERWAL de afgelopen jaren zijn niet al te best. De huisbankier, die een flinke vinger in de pap heeft, heeft de onlangs gepresenteerde New Busines Case ook goedgekeurd. Wel heeft de bank dringend geadviseerd de directie te versterken, in de vorm van een ervaren internationale, nieuwe directievoorzitter, die als boegbeeld de nieuwe strategie moet uitdrijven en waarmaken. Daarvoor heeft de bank ook een specifieke persoon voor gesteld: Josh Johnson. Deze Josh Johnson heeft met name zijn sporen verdiend in de Offshore business en de laatste jaren ook in de Offshore Wind business. Met medezeggenschap in de vorm van overleg met een OR heeft hij geen ervaring. Geruchten gaan echter dat hij daar weinig mee ophoopt...

Het gesprek vanmiddag:
Voor vanmiddag heeft Jan Hilberwal de voorzitter en secretaris van de OR uitgenodigd voor zoals hij het zelf betitelt als ‘even informeel jullie mening pogen over iets belangrijks’...
Vanochtend vroeg heeft hij de OR voorzitter hierover telefonisch benaderd.

De voorzitter en secretaris van de OR hebben gisteravond inmiddels via een anonieme tip te horen gekregen dat deze ingrijpende beslissing er aan zit te komen, maar formeel weten ze nog van niets.

Hoe zullen zij het gesprek met Jan Hilberwal ingaan en hoe bereiden ze zich voor hierop...

Inspirerende dag
Tijdens de dagevaluatie gaven alle deelnemers aan het ‘een waardevolle en inspirerende dag’ te hebben gewoond. De dag werd afgesloten met een drankje en een hapje in het nabijgelegen STROOM.
Solidarity forever


Kraanladders insmeren met vet
Dit gebeurde door middel van diverse trainingen in onderhandelen, campagnes en netwerken en digital organizing. In kleinere groepen werd daarnaast gewerkt aan de eerste opzet van ITF campagneplannen: zo hield één groep zich bezig met het vraagstuk hoe we het aantal jongeren en vrouwen binnen de zeevaart kunnen vergroten. En bekeek een andere groep hoe flexwerkers en collega’s met vaste contracten verenigd kunnen worden. Er werd kennis gemaakt met vijf van de eerste tien vrouwelijke kraanmachinisten van Sri Lanka en de problemen die zij ondervinden, zoals onderbouwing en mannelijke collega’s, die hun ladders insmeerdens met vet! En er werd informatie gedeeld over de gezondheidsrisico’s die maritieme professionals lopen tijdens hun carrière.

Criminalisering van zeevarenden

Handen ineen geslagen
‘International law is clear on the rights of individuals who are subject to detention by state authorities, if any person is arrested or detained on a criminal charge, they should be permitted to stand trial or be released within a reasonable time’, stelde Stephen Cotton (ITF general secretary). De ITF en de Sri Lankaanse maritieme vakbond hebben zich inmiddels solidair verklaard en de handen ineen geslagen om te komen tot het vinden van een oplossing om zijn vrijlating te bewerkstelligen.
BRUISEND NATIONAAL BINNENVAART CONGRES IN DIERGAARDE BLIJGDORP

‘Het is ontzettend belangrijk dat we de sector Binnenvaart meer een beter voor het voetlicht krijgen. Vooral bij de jongeren. Want, net zoals in andere sectoren, vindt er nu een strijd plaats om voldoende jonge mensen aan te trekken en om het vak aantrekkelijk te houden. Verder moeten we er met zijn allen voor zorgen de sector gezond te houden. Er zijn dan ook nog grote stappen te zetten op het gebied van duurzaamheid, veiligheid en digitalisering. Samenwerking is in dit alles het toverwoord.’

Met deze woorden opende minister Cora van Nieuwenhuizen (Infrastructuur en Waterstaat) 3 oktober het Nationaal Binnenvaart Congres in diergaarde Blijdorp in Rotterdam. Een initiatief van de samenwerkende binnenvaartorganisaties Expertisecentrum Binnenvaart (EICB), Bureau Telematica Binnenvaart (BTB) en Bureau Voorlichting Binnenvaart (BV). De Telegraf was er bij.

Grootste en modernste vloot
‘We staan er goed voor’, stelde de minister vervolgens. ‘We beschikken over de grootste en modernste vloot van Europa. Meer dan 40% van alle goederen gaat over water en bijna 90% van de bulk. We zijn met meer dan 5.000 kilometer aan vaarwegen direct verbonden met het Europese achterland. En we hebben gezamenlijk een enorm kapitaal aan kennis en expertise opgebouwd. Nu is het zaak verder te investeren in samenwerking. Ook via onze Green Deal. Bovendien hebben we als kabinet niet voor niets 100 miljoen euro extra in de begroting van komend jaar opgenomen.’

Inspirerende sprekers, hielden speeddates en volgden workshops over de bovenstaande thema’s.

Europese standaarden voor opleidingen bemanning
In de workshop Arbeidsmarkt gaf Maritieme Academie Harlingen directeur Arjen Mintjes een uitleg over de

‘Met zijn allen er voor zorgen de sector gezond te houden.’

Het programma stond in het teken van de vijf grootste en meest actuele theema’s in de binnenvaart van dit moment (al dus de organisatoren): Energetransitie; Arbeidsmarkt; Logistiek; Digitalisering; Infrastructuur
Onder het motto ‘Ontmoet; Ontdek; Ontwikkelt’ luisterden de ruim 350 bezoekers naar implementatie van de nieuwe Europese richtlijnen voor harmonisatie in de Europese Binnenvaart. Mintjes, tevens Edinna (Education in inland Navigation) voorzitter, stelde dat hiermee ‘een grote stap vooruit’ wordt gezet in de Europese binnenvaart arbeidsmarkt. ‘Vanaf 2022 moeten schippers en matrozen overal gediplomeerd hetzelfde ‘kennen en kunnen’.

‘Ook komt er een uniforme taal in de Europese binnenvaart. Daar waar men elkaar niet meer kan verstaan, wordt Engels de voertaal.’


Shipping Technology wint Blue Road Award 2019
Aan het eind van de dag kozen de aanwezigen via de Mentimeter op hun smartphone de winnaar van de Blue Road Award 2019. Met als winnaar: Shipping Technology. Dit bedrijf kwam deze zomer met een testversie van een automatische stuurpiloot, volledig op basis van kunstmatige intelligentie. Directeur Ton Boerema en grondlegger Remco Pikaart namen de prijs dankbaar in ontvangst.
De andere twee genomineerden waren: Danser Group met een reefer monitoring-systeem en motorschip Wantij van schipper Jan Fernhout voor de plaatsing van een Euro VI-motor.
Nautilus op carrieredag zeevaartschool Amsterdam

Op 2 oktober jongstleden werd door de Hogeschool van Amsterdam wederom de Connect! Carrieredag van Faculteit Techniek georganiseerd. En dus ook voor de studierichting Maritiem Officier. Nautilus international vlootbezoeker Peter Jager was erbij met de Nautilus stand en verzorgde eveneens een gastles.

Oriënteren op stageplek en baan

Een interessant evenement, bedoeld als netwerk- en carrière ontnootingsplaats voor studenten, afgestudeerden, professionals en technische recruiters. Zo waren er onder meer stands van Anthony Veder, HAL, Spliethoff en Koninklijke Wagenborg. Voor de verandering waren maritieme bedrijven ditmaal verspreid tussen al gerichte bedrijven. De gehele middag door liepen geïnteresseerde studenten van de studierichting Maritiem Officier (Bachelopleiding) gericht rond om vragen te stellen en de nodige informatie in te winnen. Het was voor hen de gelegenheid bij uitstek om zich te oriënteren op een stageplaats en een toekomstige baan op zee.

Voordelen lidmaatschap

Tijdens de middaguren werden eveneens bedrijfspresentaties verzorgd door middel van het geven van gastlessen. Nautilus deed daar eveneens mee en Peter Jager verzorgde een presentatie aan tien 2e jaar studenten. Peter is als vlootbezoeker voor velen op de vloot een bekend gezicht. Maandelijkse bezoekt hij allerhande schepen in zee- en binnenvaart door geheel Nederland. Na een korte inleiding gaf hij een toelichting op de diverse werkzaamheden die door Nautilus International worden verricht.

En op het punt van de voordelen van het lid zijn van een maritieme vakbond. Tijdens deze gastles werd gedruktelijk duidelijk dat het vakbondslidmaatschap niet alleen is voorbehouden aan werknemers in de zee- en binnenvaart, offshore of waterbouw. Maar eveneens open staat voor studenten/stagiairs. Ter afsluiting van de presentatie kreeg elke student een kleurrijke brochure in handen gedrukt met een uitleg over het nut en de meerwaarde van het vakbondslidmaatschap. Studenten betaalden slechts 3,70 euro per maand. En ontvangen maandelijks de vakbladen de Telegraph en SWZ Maritime.

Als student lid worden van Nautilus?

Nieuwsgierig geworden over Nautilus en het vakbondslidmaatschap? Kijk dan voor uitgebreide informatie op onze website: www.nautilus.int.nl/word-lid

LEDEN EN HUN WERK

NAUTILUS STAAT VOOR U KLAAR

‘Het mes snijdt aan twee kanten’

Afspraken in een arbeidsovereenkomst zijn wederkerig, dat wil zeggen dat er voor partijen over en weer rechten en plichten ontstaan. Een werkgever kan werknemers houden aan de afspraken in de arbeidsovereenkomst en andersom kunnen werknemers de werkgever houden aan hetgeen is afgesproken.

Stuurman in de Binnenvaart

De heer Van der Wal* werkt bij een onderneming in de Binnenvaart als stuurman. In zijn arbeidsovereenkomst staat dat er geen CAO van toepassing is. Voorts staat er in dat bij ziekte twee wachtsdagen mogen worden ingehouden. Dit staat ook in het Burgerlijk Wetboek. Met andere woorden: de werkgever heeft over deze twee dagen geen loon te betalen of mag twee vakantiedagen afboeken.

Ook staat in de arbeidsovereenkomst dat de 8% vakantieeinde loon is gekroond wordt over het jaarssalaris. Dit betekent dus het loon + alle toeslagen. Dit zijn toeslagen voor onregelmatig werken en werken op zaterdag en zondag, zoals gebruikelijk in de Binnenvaart. Ook ontvangt ons lid nog een aanvullende toeslag. Over het loon en al deze toeslagen moet dus de 8% worden berekend.

En hier wringt nu de schoon!

De werkgever betaalt al geruime tijd de vakantieeinde loon + de toeslagen voor het werk op zaterdag en zondag. Dus niet over het loon en alle toeslagen. Dus heeft hij niet 8% berekend over het jaarssalaris..!

Nabetaling via Nautilus

Met succes heeft ons lid de correcte vakantieeinde loon nabetaald gekregen. Met terugwerkende kracht, door bemiddeling van Nautilus. De afspraken in een arbeidsovereenkomst gelden voor beide partijen: werkgever en werknemer.

De werknemer beroept zich immers op hetgeen is afgesproken. Andersom zou ook kunnen. Zou bij voorbeeld de werkgever bij ziekte de eerste twee wacht dagen ‘gewoon’ doorbetalen dan is dit onverschuldigd en zou dit weer bij de werknemer teruggevorderd kunnen worden. Klopt uw loonbetaling niet of heeft u daar zo uw bedenkingen bij? Neem dan altijd contact op met Nautilus: info@nautilus.int.org

*gefingerde naam
MIBW Terschelling student Jan Haisma (26 jaar) won 20 september jongstleden de Nautilus prijs Meest Sociale Student. Nautilus communicatie adviseur Hans Walthier reikte de prijs uit tijdens de drukbezochte diploma uitreiking voor HBO Marof en Ocean Technology studenten. En las het volgende, door de leraren opgestelde, juryrapport voor:

Regelneeuf
‘Deze titel wordt elk jaar gegeven aan de student die volgens de docenten van het MIBW zich naast zijn eigen studie erg heeft ingezet voor anderen. Niet alleen voor medestudenten maar ook voor docenten. Het maken van een keuze voor een student is elk jaar weer een hele toer vanwege alle bijzonder- en eigenaardigheden van de studenten die bij ons aan het MIBW verbonden zijn. Dit jaar is de keuze gevallen op een student die binnen de organisatie bij eigenlijk iedereen bekend staat als positieve ‘regelneeuf’ die zich soms meer druk maakte om probleempjes van anderen, dan om zijn eigen studie. Zodra er dingen niet helemaal duidelijk waren voor deze student, sprong hij op, om het gelijk te regelen bij de betreffende docenten, mentoren of roostermakers. Dit tot soms lichte irritatie van MIBW collega’s aan toe. Daarbij had hij niet altijd gelijk door dat er binnen de organisatie soms nog meer belangrijke zaken waren. Hierdoor kreeg hij wel eens ‘nee; nu even niet’ te horen. Maar hierdoor gaf hij het niet op.

Tweede roosteraar
Na een paar jaar wisten zijn medestudenten ook heel goed en slim gebruik van hem te maken om dingen voor elkaar te krijgen. Hij was op een gegeven moment bijna een tweede roosteraar, die het voor de docent en student beter wilde maken. Naast het welzijn van de student op school, waar hij zich tot op de laatste dag erg verantwoordelijk voor voelde, was hij met buitenschoolse activiteiten ook erg sociaal. Roelen/sturen in diverse roeiteams. Helpen met blik in de nacht. Werken bij eiland ondernemers, eten rondbrengen en ga zo maar door. Deze jongeman stond altijd klaar om op sociaal vlak zijn steentje bij te dragen of ergens een handje mee te helpen.

Jan met snor
Uiteindelijk dacht hij ook aan zichzelf en vond hij een leuke partner op een buureiland, waardoor hij voor korte tijd het mooie Terschelling heeft moeten verlaten. Echter was het gemis van dit

eiland zo groot, dat hij inmiddels weer terug is om verder te kunnen met zijn actieve sociale leven hier. Door alle genoemde zaken maakt deze persoon volgens medewerkers van het MIBW aanspraak op de beloning voor ‘meest sociale student’, die altijd voor iedereen en alles klaar staat. Bij ons op school staat hij ook wel bekend als: Jan met snor, maar wegens bepaalde praktijklassen werd dit voor korte duur Jan zonder snor. We feliciteren Jan Haisma hartelijk met deze welverdiende Nautilus prijs!

Vakbonden voor jongeren belangrijk

Automatisering en verduurzaming
In totaal werden er dit schooljaar al 79 diploma’s uitgereikt; 65 Marof en 14 Ocean Technology. MIBW directeur Gerrit van Leuven: ‘Niet iedereen kan hier vandaag aanwezig zijn. Maar we hechten er aan in september dit centrale moment te plannen. Vanmiddag reiken we in dit hotel naast onze school (Hotel Skyline) 22 diploma’s uit. Dit keer nog niet in ons nieuwe gerenoveerde schoolgebouw, dat we binnenkort weer in gebruik gaan nemen.’ Van Leuven wenste alle geslaagden veel succes met het zoeken en vinden van een baan. ‘Een aantal heeft al een baan, anderen zoeken nog. Ik ben er van overtuigd dat dit gaat lukken. Want we hebben de komende jaren nog altijd goed geschoolde vakmensen nodig. Ondanks de hype over autonoom varen. Dat zal mijns inziens nog tientallen jaren duren, voordat schepen volledig autonoom kunnen varen wereldwijd. Als dit al gaat lukken...Naast de verdergaande automatisering is de grootste uitdaging nu vooral het verduurzamen van de sector. Daar kunnen onze gediplomeerden zeker een steentje aan bijdragen.’

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Alternatively, please call on +61 8 9338 6697.

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Closing date: 29/11/2019.
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 Sea Journal by Huw Lewis-Jones (reviewed on the books pages 42-43).

To enter, simply send us the completed crossword, along with your name and address to: Nautilus International, Telegraph Crossword Competition, 152 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 8 November 2019.

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Back in time

50 years ago
A Merchant Navy & Airline Officers’ Association team has taken part in talks to protect seafarers against the adverse effects of modernisation in the shipping industry. The MNAOA delegation were among representatives from 26 countries at the International Labour Organisation conference, which considered proposals to establish national manpower plans based on continuing studies of technological and labour trends. The meeting considered an ILO report which noted that technological advances have tended to reduce the need for seafarers, caused changes in the traditional organisation of work onboard, and created a demand for officers and ratings with higher degrees of skill.

MN Journal, November 1969

25 years ago
Tough new controls over ro-ro ferry design and operation are likely following the tragic loss of more than 900 lives when a Baltic ferry capsized last month. The International Maritime Organization has launched a radical review of all aspects of ro-ro safety and has asked a panel of experts to produce proposals for new rules which could be approved as early as next year. NUMAST has welcomed the IMO plan of action, but is joining with other unions to ensure that ‘human factor’ issues like stress, fatigue, crowing cutbacks and language barriers are addressed.

The Telegraph, November 1994

10 years ago
Nautilus has launched a major new campaign following the shock news that Maersk Line is seeking to cut its UK officer workforce by more than 100 and to flag off more than 30 ships from the red ensign. The Union is warning MPs that the revival of the UK shipping Industry is at serious risk of going into reverse following nine years of growth since the tonnage tax scheme was introduced in 2000. Maersk’s UK cutbacks form part of a fleet-wide programme to cut costs in response to the economic downturn. It is also seeking to replace 170 of its Danish seafarers with cheaper crews from the Far East.

The Telegraph, November 2009
THE FACE OF NAUTILUS

Liselotte Struijs, junior industrial officer

Liselotte Struijs is a fairly recent recruit to Nautilus, but she brings several years of trade union experience to her role. It all started during her sociology degree at the University of Utrecht, where she had to do an internship at the Dutch police union. She then ended up working at FNV Vrijheid (security) - a grouping of three unions for police and military personnel.

The highlight of her career at that time was definitely being part of the team which made the gathering of about 7,000 police officers in The Hague possible, to strike for a good CBA [collective bargaining agreement] in 2015.

Union work suits her well, says Liselotte. ‘I need my work to be of meaning, socially involved and have learning possibilities’. So she was keen to develop her career in the field, and applied to work at Nautilus International when she heard of a vacancy at the Rotterdam office.

Although her grandfather Wim was a seafarer, Liselotte admits she had much to learn about the maritime world. ‘But luckily, due to my work at FNV Vrijheid, I was already used to dealing with a lot of men,’ she smiles. And she was interested in the international aspects of the job at Nautilus, being a keen traveller.

‘I have seen some very nice and sometimes surprising countries, including Cuba, Japan, Jordan, USA, Morocco, Sri Lanka and of course a lot of European countries,’ she says. ‘Visiting all the countries in the world is on my bucket list for sure!’

Liselotte’s recent trip to Sri Lanka was as one of the Nautilus International representatives at an ITF Maritime Round Table event in Colombo – see pages 10 and 50 – which taught her about international union activism. As a junior industrial official, her job includes a large element of training and being mentored. She is studying at college to become a union negotiator, or ‘bestuurder’, and at work she is currently learning by assisting a senior colleague with the CBA process at P&O Ferries.

Liselotte likes the fact that her work at Nautilus has a great deal of variety. ‘For example, I take part in the Offshore Wind team, trying to get some good employment conditions in this upcoming sector; I am involved with the training and development fund for seafarers; I go to maritime schools to inform young people about who we are and what we do; I go on ship visits, and I even do some writing for the Nautilus Telegraph and for social media.’

She enjoys taking part in the Nautilus NL branch’s monthly ‘Call the members’ evening: ‘We randomly call members to ask how’s life, what they’re up to, and if they are trying to recruit members themselves. We invite them to special events and sometimes give extra information about CBA negotiations.’

This work sits well with Liselotte’s sociable nature, which is also expressed in her free-time activities of being a Scout leader for 14-18 year-olds and acting in a theatre group. ‘I love listening to podcasts about psychology, social interaction and relationships,’ she adds. ‘Human nature is fascinating.’

It should all come in handy for her future career as a trade unionist, in which she has strong ambitions to increase membership and promote the value of solidarity and working together.
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 in the next few months are:

- **Professional & Technical Forum**
  17 December 2019, 13:30-17:00
  Edinburgh

  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, and meetings usually rotate between London, Wallasey, Belfast and Rotterdam, but on 17 December 2019, we are pleased to be heading to Edinburgh.

  To register your interest in this session and to receive venue details, email ptechnical@nautilusint.org, or contact Sue Willis:
  - tel: +44 (0)20 8530 1015
  - enquiries@nautilusint.org

  Open to all members (UK, NI and CH).

  This will be the last meeting of the year.

Contact Nautilus International

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

For other urgent matters, we can also arrange to visit your ship in a UK port. Please give us your vessel’s ETA and as much information as possible about the issue that needs addressing.

- **Head Office**
  Nautilus International
  162 The Shrubbery, George Lane
  South Woodford, London E18 1BQ
  Tel: +44 (0)20 8988 6677
  Fax: +44 (0)20 8530 1015
  enquiries@nautilusint.org

- **UK Northern Office**
  Nautilus International
  Nautilus House, Mariners’ Park
  Wallasey CH45 7PH
  Tel: +44 (0)151 699 8454
  Fax: +44 (0)151 346 8801
  enquiries@nautilusint.org

- **Netherlands Office**
  • **Postal Address**
    Nautilus International
    Postbus 3875, 3000 AN Rotterdam
  • **Physical Address**
    Nautilus International, Schorpioenstraat 266, 3067 KW Rotterdam
    Tel: +31 (0)10 477 5188
    Fax: +31 (0)10 477 3846
    info@nautilusint.org

- **Switzerland Office**
  Gewerkschaftshaus, Regasse 1
  4005 Basel, Switzerland
  Tel: +41 (0)61 262 24 24
  Fax: +41 (0)61 262 24 25
  infoch@nautilusint.org

- **France Yacht Sector Office**
  In partnership with DDB Services
  9 Bd. d’Aiglon, 06600 Antibes, France
  Tel: +33 (0)6 06 61 61 60
  nautilus@landservicess.com
  www.landsservicess.com

- **Spain Yacht Sector Office**
  In partnership with Sorven Crew
  (formerly Ovason Crew)
  Corre deVersalles 19, 07015, Palma de Mallorca, Spain
  Tel: +34 971 677 375
  yachts@nautilusint.org
  www.sorvencrew.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, email 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 for 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 nautilus247).

College contacts

**Induction visits**

See www.nautilusint.org/ for the latest dates of forthcoming 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 officer for all UK and Irish trainee officers is Martyn Gray, who deals with all cadets, college and company enquiries in relation to trainee officers and regularly visits each main nautical college.

Cadet members are encouraged, if they have a need for any workplace support, to contact Martyn on +44 (0)151 639 8454 or email mgray@nautilusint.org

**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 McCowan at ymp@nautilusint.org.

Webinars

Applying for a job?

Improve your chances with a Nautilus webinar!

Monday 4 November 2019

CV webinar

To register for our FREE Nautilus Plus online webinar sessions, keep an eye on the Nautilus Events pages at: www.nautilusint.org/en/events

Pensions

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

**Next MNOPF member forum in 2019**

Tuesday 19 November

In Poole Harbour Yacht Club

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 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.

Please register in advance online via www.mnopf.co.uk under ‘MNOPF pensions/member forums’ or from the home page under ‘Events’.

Alternatively, call +44 (0)1202 3150 0850.

Crossword answers

- from our brain teasers on page 56

**QUICK CROSSWORD**


**CRYPTIC CROSSWORD**

Congratulations to cryptic crossword competition winner Peter Petchard, who was first out of the hat from the correct entries to last month’s competition.

Here are the answers to the October 2019 cryptic crossword:


Down: 1. COMPUTER SCIENCE; 2. ERROR; 3. FALAFEL; 4. COCKNEY; 5. EPIPHYS; 5. THE SOUND OF MUSIC; 7. PARISH; 8. PANDAS; 15. COMPLIED; 16. PACIFIC; 17. FREIGHT; 18. CHASING; 19. MERELY; 23. THURN
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:

**Great savings on a wide range of Apple products**
Save between 2%-10% on Apple products including MacBook Pro, iPad, Apple Watch, AirPods and iPod as well as Apple accessories (inc Beats). There’s no need to wait for delivery, instead, you can order online and collect from your nearest Apple store within one hour.*

For more information log on to Nautilus Plus

**Free Case**
+ 10% off for life

FREE Case of Craft Beers from Beer52
Beer52 is a monthly beer club which sees them selecting the best, most niche beers from around the world, which are then delivered right to your door.

Your special free case will include eight delicious craft beers from Beer52’s ever-changing monthly themes (think Norwegian, Estonian or even exclusive beers from Kentucky!). Also included is an issue of Ferment magazine, which will feature exclusive interviews and insightful articles. You’ll also find a tasty snack for you to enjoy with your drink and your mag.

To receive your free first box, you’ll just have to pay £5.95 postage!*

For more information log on to Nautilus Plus

**Cinemas — Save up to 40%**
Want to catch the latest blockbusters on the big screen, and save money on tickets? Nautilus members can save up to 40% on cinema tickets at cinemas such as ODEON, Vue and Cineworld nationwide*. For more information log on to Nautilus Plus

**10% saving on National Trust Gift cards**
Treat your loved ones to days out, country cottage breaks, a spot of lunch, cream teas, shopping trips, and entry to special places with a National Trust gift card**.

To access these offers and many more, please log in to Nautilus Plus via [www.nautilusint.org/en/my-nautilus](http://www.nautilusint.org/en/my-nautilus)

*Terms and conditions apply to all benefits. See website for details. Offers subject to change without notice. Apple® — Annual purchase limits apply. Discounts are subject to availability. For the latest offers visit the Apple EPP store. Beer52® — Full terms at [www.beer52.com/terms](http://www.beer52.com/terms). The Cinema Society® — Discounts vary between cinema venues. Please check when purchasing vouchers. Registration to The Cinema Society required to access discount.
SHIPPING TECHNICAL
Technical Superintendent - Tanker
Glasgow - £80K

QHSE Superintendent - Tankers
London - £50K

Deputy Operations Manager - Ports
Essex - £80K

HSEQ Superintendent - LNG
Glasgow - £35K

Marine Manager - LNG
Glasgow - £60K

Ship Manager - Home Based
UK - £65K

Electrical Superintendent
North East - £65K

Technical Superintendent - Tanker
Hamburg - £85K

Marine Superintendent Tanker
Hamburg - £95K

TANKER SEAGOING
Master - LNG Carrier
$130 - $140K Package

Chief Officer - LNG
€60K + pension + medical

ETO - LNG Carrier
€60K - €67K

2nd Engineer - LNG Carrier
€65K + pension + medical

OFFSHORE
2/O DPO - PSV
£30.5K - £32K

Mechanical Technician - FPSO
Competitive Day Rate

ETO - London
£52K + benefits

MCRO - UK North Sea
£68,300 - £72K + benefits

YACHT
Head of Housekeeping
100m+ Motor Yacht - £5K/mth

Hairdresser/Stewardess
60m+ Motor Yacht - £3.5K/mth

Deckhand
100m+ Motor Yacht - £5K/mth

1st Mate
40m+ Motor Yacht - £6K/mth

Junior Stewardess
80m+ Sailing Yacht - £2K+/mth

Second Steward
40m+ Motor Yacht - £4.25K/mth

CRUISE CREWING
3rd Engineer - Passenger Ferry - £36,394

2nd Engineer - Cruise - £38,784

Hotel Services Engineer - Cruise - £36,236

2nd Electronics Officer - Cruise - £38,784

Head Waiter - Cruise - £32,000

HR Manager - Cruise - £44,800

Sommelier - Cruise - £36,500

Executive Housekeeper - Cruise - £43,832

Executive Chef - Cruise - £44,000

Sous Chef - Cruise - £35,000

Chef De Cuisine - Cruise - £46,384

Pastry Sous Chef - Cruise - £36,120

CRUISE SHOREBASED
Technical Superintendent - Cruise - EU - £60K

Fleet Nurse - Cruise - UK - £40K

Hotel Engineering Superintendent - Cruise - UK - £70K

Safety Coordinator - Cruise - UK - £50K

Hotel Refurbishment Project Manager - EU - £90K

Technical Manager - Superyachts - UK - £50K

Shorebased: +44 (0)23 8020 8840
Seagoing: +44 (0)23 8020 8820

More jobs available online at:
www.faststream.com