

NAUTILUS AT WORK

Union signs ground breaking agreement with Saga Cruises

ENVIRONMENT

The future of ocean weather forecasting in times of climate change

NL NEWS

Members pledge to present a united front at Stena

SUPERYACHTS

Why you might need to contact your Union if your vessel has art onboard

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telegraph

MEMBERS MAKING THEIR MARK

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Editor's letter

Your Union's ability to celebrate members' successes while supporting you through

tough times is clearly evident in our Telegraph pages this month.

We have been working hard to support members caught up in the coronavirus scare, offering advice and assistance to crew onboard two cruiseships at the heart of the global outbreak. See **pages 16&17** for full coverage.

We have also been lobbying the British government over a legal loophole that allows foreign shipowners to discriminate against UK seafarers on British soil – and have won a commitment to review all employment legislation pertaining to seafarers, **pages 14 and 29-31**.

We have negotiated a landmark collective bargaining agreement with Saga Cruises, its first with a UK union. That CBA provides crew for the first time with enhanced legal and welfare protections, **page 11**.

Ahead of International Women's Day on 9 March we celebrate our fabulous female members on **pages 24-27**. No shrinking violets here... these ladies are smashing down barriers one sea trip at a time and bringing back bucketloads of experience to share with the next generation of women seafarers. You can see more member profiles on our new site: www.nautilusint.org/en/meetmembers.

Helen Kelly

Nautilus International
Head of Communications

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Cover image: Third officer Alix McDermott had no personal connection to the sea, but does not regret her choice of career and the interesting sights on her global product tanker travels Image: Alix McDermott



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

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



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

IN THIS MONTH'S DUTCH PAGES p46

- First prize winner announced in Nautilus NL 'Stronger together' recruitment campaign
- New collective bargaining agreements for Oceanwide Marine and Jumbo Crew Services
- 'Incompetent' outsourced operation of bridges and locks in Noord-Holland to be brought back in-house
- Management of six Holwerda container feeders transferred to A2B Shipmanagement
- Meeting the new board of Amsterdam student association Nautis
- 'Fully incapacitated' or not? Nautilus fights for justice for members
- Nautilus services: professional and technical matters
- Nautilus attends open day at Rotterdam nautical school STC
- Members pledge united front at Stena Line
- Sign up now for the Nautilus 'Mental Fitness Onboard' workshop on 2 April
- Save the date for the 23 June Nautilus NL branch annual meeting and symposium in Rotterdam

Comment

Long term vision needed on ‘passport to decent work for seafarers’, says Nautilus general secretary **Mark Dickinson**

The Maritime Labour Convention (MLC) has now been ratified by 96 countries, representing 91% of the world fleet by gross tonnage, and there are good prospects of reaching 100 signatories soon. The MLC has been a remarkable success and truly is the fourth pillar of global regulation alongside STCW, SOLAS and MARPOL.

In around 12 months I will be attending the 4th meeting of the International Labour Organisation (ILO) Special Tripartite Committee (STC). This is the committee provided for in Article XIII of the Maritime Labour Convention 2006 (as amended) that is charged with developing amendments so that seafarers’ living and working conditions are continuously improved. So far three sets of amendments have been agreed in 2014, 2016 and 2018 – the latter will come into force in December this year.

In my capacity as one of the vice-chairs of the International Transport Workers’ Federation (ITF) Seafarers’ Section I have been asked to act as the spokesperson for the Seafarers’ Group at the STC meeting. If confirmed in due course, it will be my task to put forward the views of the seafarer unions and to engage in negotiations with the shipowner and government groups to hopefully agree further amendments to the MLC. Work has begun with discussions both at ITF and jointly between ITF and the International Chamber of Shipping (ICS).

I have been advocating for a longer-term vision and a strategy for improvements to the MLC. At the heart of the convention is an understanding that minimum standards must be enhanced. The MLC has always been a journey not a destination, ‘a passport to decent work for seafarers’ as Nautilus honorary member Dr Cleo Doumbia-Henry has said. It is the obligation of all those associated with the MLC to advance the current minimum standards, but we need to know where we want to be in 10, 20 and 30 years and beyond.

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It is the obligation of all those associated with the MLC to advance the current minimum standards, but we need to know where we want to be in 10, 20 and 30 years and beyond

It is therefore time for the tripartite parties to focus on truly enhancing seafarer protection so that the MLC becomes ever more meaningful and appreciated by seafarers. One of the improvements Nautilus will be calling for is to the working and rest hour regimes. Why are seafarers still working over 90 hours per week when technological advances could potentially reduce workloads to much more manageable levels?

Instead of improving the work life balance for seafarers, I can anticipate many shipowners arguing that technological advances will deliver cost savings through reduced numbers of seafarers onboard, leaving those who remain to continue working outrageously long hours. The current fad for ‘wellbeing’ to be addressed by introducing awareness training is not a silver bullet but ending the deeply engrained culture of long working hours surely is.

It is also time for greater powers to enforce the ILO minimum wage. Currently contained in Code B and non-mandatory, the minimum wage should be made enforceable alongside the existing and fundamental right of seafarers to engage in collective bargaining. This would be entirely consistent with the United Nations Sustainability Goals (specifically #8) for which so many politicians and chief executives trumpet their support. With the current focus on corporate social responsibility this is the least we should expect.

There is much talk in maritime circles about what the future will look like as the fourth industrial revolution unfolds. It is high time that the human element – the seafarer – was the forethought and not constantly playing catchup. Only then will we all be able to create more and better jobs in a sustainable shipping industry. **i**



INBOX

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

What's on your mind?

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

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

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

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

Nautical knowledge needed

This month's letters pages are given over to several research and volunteer projects which have contacted the Telegraph to appeal for participants from across the maritime community

WANTED: Serving seafarers to complete short online psychology survey for LJMU

Master mariner Barbara Kelly has set up an online survey as part of PhD research she is completing at Liverpool John Moores University (LJMU), and hopes her work will eventually help with the recruitment and retention of British seafarers.

'All of us who have worked at sea think we know why some people stay and some don't, but is there actually something we can measure?' she says.

'We are now aiming to find answers in a more objective way using tried and tested psychological research techniques.'

If you are a serving seafarer with five minutes to spare, then please take part in this survey to find out what personality traits are associated with staying in seagoing work rather than coming ashore.

The survey only takes five minutes and is designed to work well on a smartphone.

Participation is anonymous. Before starting the questionnaire, participants can read more about the purpose of the survey in an information sheet from the university.

To take part online now, go to: tinyurl.com/ljmu-survey. The survey is due to close at the end of March.

WANTED: Participants for LGBT+ research project at National Maritime Museum

The UK National Maritime Museum in Greenwich has been in touch with Nautilus to invite LGBT+ members to volunteer for a community research project this coming spring and summer.

You'll get the chance to go behind

the scenes at the museum and delve through its rich collections, uncovering LGBT+ histories in the archives.

The museum successfully carried out a similar project last year for women's maritime history with much-appreciated input from a Nautilus member, which you can read about on the Nautilus website:

www.nautilusint.org/en/hiddenmaritimewomen

If you'd like to join the team for the new LGBT+ maritime history project, there will be **information sessions at the museum on 26 February and 7 March from 11.00-14.30 including lunch.**

Whether you have used collections and archives for research before or are new to this area, join researcher Dr Emma Jones from Metro Charity and the team at the National Maritime Museum to hear more about how you can get involved in the research project and have your say in shaping the project.

And if you're interested in taking part but can't make it to either of the information sessions, the museum would still like to hear from you. To sign up or find out more, email Ros Croker at rcroker@rmg.co.uk



WANTED: Merchant Navy veterans of all conflicts to share their stories with Seafarers UK

As part of the UK's VE Day 75th anniversary commemorations in May 2020, Seafarers UK is launching a Veterans Appeal to raise funds for seafaring veterans and their families. Seafarers UK (the charity created in 1917 as King George's Fund for Sailors) endeavours to support all seafaring veterans in need, regardless of their age or area of service.

The role of seafarers who served in the Merchant Navy or fishing fleets during the Second World War continues to be largely misunderstood, and their vital contribution to the war effort is frequently underestimated. And many younger veterans who took part in more recent conflicts – including in

the Falklands, Iraq and Afghanistan – often don't receive the recognition they deserve.

To help raise public awareness of the UK's dependence as an island nation on men and women who work at sea, Seafarers UK is seeking stories from veterans and families of veterans who served in wartime in the Merchant Navy, Royal Fleet Auxiliary, Royal Navy, and fishing fleets.

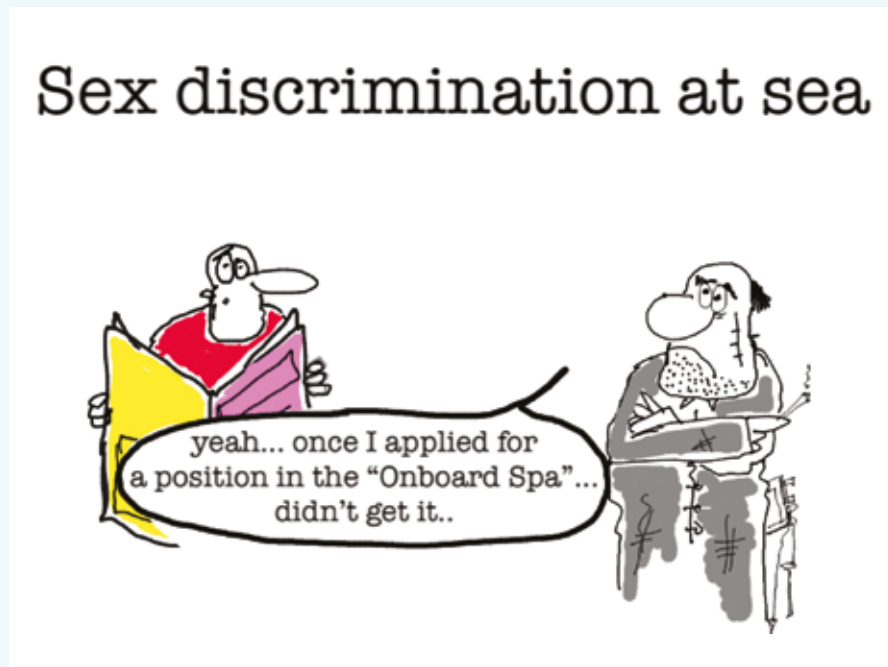
Please send stories with photographs and memorabilia (which will be returned) to **Seafarers UK, 8 Hatherley Street, London SW1P 2QT**. Or email seafarers@seafarers.uk. For more information about this appeal please phone **020 7932 0000**.

WANTED: Maritime professionals to become school governors

Turn to *page 22* to find out more about this one in our special feature.

The View From Muirhead

www.thefreakywave.com



Tweets of the month



helen Kelly

@helkel45

#NautilusInt is pleased that its members and passengers onboard the #Westerdam have been allowed to disembark in #Cambodia. Members in need of additional help can contact their Nautilus official @NautilusInt #Coronavirus

Nautilus International

@nautilusint

Goed nieuws vanuit Cambodja!

SecretCaptain



@TheSecretCapt

As Captain you always want to keep your crew safe. Free from accidents and healthy. I have responsibility for 30 crew. Cannot imagine what my colleagues on #DiamondPrincess and other #cruise ships are going through with responsibility for several thousand people #coronavirus



IMO

@IMOHQ

Happy #WorldRadioDay. The Global Maritime Distress and Safety System adopted by IMO uses radio communications to help save and protect lives at sea every day.

UCOC Panamá

@UCOCPTY

Our brothers @IOMMP @nautilusint @ITFglobalunion have written an invitation to @PanamaCanal on our behalf. It's been years and canal management still refuses to sit down to solve this conflict peacefully. We carry the burden of 13 members who still are looking for real justice.

Captain Dave Ramwell, Derbyshire campaigner

By **Andrew Linington**

Nautilus member Captain Dave Ramwell, who became one of the leading figures in the long fight to determine the cause of the loss of the British bulk carrier *Derbyshire*, has died at the age of 76 after living for many years with Parkinson's disease.

Former colleagues and fellow campaigners have paid tribute to his passion and determination, as well as the professional expertise he brought to the work to ensure that the lessons of the *Derbyshire* were acted upon.

The Liverpool-registered oil/bulk/ore carrier sank in a typhoon in the Pacific Ocean in September 1980, while sailing from Canada to Japan with a cargo of 157,446 tonnes of iron ore. All 44 people onboard – 42 seafarers and two officers' wives – were lost with the 169,044dwt Bibby Line ship.

With no distress call, no wreckage, no survivors and in the days before the Marine Accident Investigation Branch was created, the government decided not to hold a formal investigation, and the *Derbyshire*'s loss was swiftly blamed on the typhoon in the area at the time of its disappearance.

However, maritime unions NUMAST and RMT and relatives of those who died



▲ Captain Dave Ramwell, right, receiving his Merchant Navy Medal in 2011
Image: www.stevedaszkco.co.uk

were disturbed by evidence that *Derbyshire* sisterships had suffered from cracks in their deck plating – and that design modifications, in which longitudinal girders had been terminated close to the superstructure, had compromised the structural integrity of the vessels.

Amid concern that the true causes of the accident, and wider issues about bulk carrier safety, were being missed and even deliberately covered up, the *Derbyshire* Family Association (DFA) was formed in 1984 to provide support to the relatives of those lost and to lobby for a formal investigation.

Captain Ramwell, who was then serving as the master of

a North West Water Authority ship, first got involved in the campaign when he helped Cathy Musa, who lost her husband on the *Derbyshire*, to write letters to MPs, ministers and the Department of Transport. He quickly became one of the most active and effective supporters of the DFA.

The Association's chairman, Paul Lambert, whose brother died on the *Derbyshire*, commented: 'Dave's commitment was total – he gave 100% to everything he did, and must have written thousands of articles and letters about the *Derbyshire*, as well as giving talks about the campaign to find out the truth.'

Capt Ramwell's wife, Julie, said her husband had devoted

his life to the sea. 'He had thrived in the Sea Cadets and decided then that he wanted to go to sea. He was passionate about the plight of other seafarers right to the very end, and he still felt there was so much work to do, but he never lost his sense of humour and his sense of fun,' she added.

After leaving school to become an apprentice with Palm Line, Capt Ramwell served on the company's West African routes but decided to stop serving deepsea after one of his ships was caught up in conflict in the Congo.

He worked on the NW Water Authority's ships until the service closed in 1998, after which he decided to devote all his time to the safety issues surrounding the *Derbyshire*'s loss. His tireless efforts to convince ministers and MPs of the case for a proper investigation paid off with the creation of an all-party Parliamentary group for the *Derbyshire*, whose membership grew to more than 100 MPs and Lords.

Mr Lambert recalled how Capt Ramwell had managed to get the Parliamentary group re-established following a general election. 'A letter was put together to send to every MP. Dave said he would get the letter copied and set about personally addressing them to all 650 MPs using his old faithful typewriter. He also included 650 first class stamps with them and he paid for

everything – copies, stamps, everything – and would not claim the money back, stating that this was his contribution to the campaign. This is what he was like.’

The depth and scope of Dave Ramwell’s work can be seen in the papers he donated in 2008 to Liverpool Museums’ Maritime Archives & Library. He also worked closely with the MNAOA and its successor unions NUMAST and Nautilus to build the widest possible support for the Derbyshire campaign.

This proved pivotal in helping to secure the International Transport Workers’ Federation mission that discovered the wreck of the ship in May 1994 – a mission led by Mark Dickinson, then assistant general secretary of the ITF.

Capt Ramwell also drew from his professional experience and knowledge to collaborate with writer Dr Tim Madge on the 1992 book **A Ship Too Far**, which not only highlighted the questions surrounding the Derbyshire’s loss but also the evidence of widescale safety problems with bulk carriers.

Capt Ramwell was praised in the House of Commons for his efforts and in 2011 he was awarded the Merchant Navy Medal for services to merchant shipping, Nautilus International and The Derbyshire Family Association.

Mr Lambert said the DFA’s campaign would never have succeeded without Capt Ramwell.

‘Dave was a godsend, and his commitment to the campaign and safety at sea was incredible. The families held Dave in great esteem – they knew what a difference he made and feel they can never thank him enough for what

he has done. He was part of us, he never let us down, and he helped give the families peace of mind.’

Nautilus general secretary Mark Dickinson worked with Capt Ramwell and other members of the DFA and remembers him fondly. ‘He was a terrific guy,’ Mr Dickinson said. ‘So dedicated to seafarer safety and campaigning to highlight the appalling loss of bulk carriers that the Derbyshire typified at the time. A giant of a man who will be sorely missed.’

Capt Ramwell leaves his wife Julie, three sons and two daughters. His funeral took place on 13 February at St Albans Church, Macclesfield.

By **Dr Tim Madge**

I first met Dave Ramwell when I was doing research for my book **Long Voyage Home**, about the decline of British shipping. I met him at his home south of Manchester. It would have been 1991. He told me of his time with the Palm Line, back in 1961, and what it was like to sail the rivers of West Africa in a steamship with a triple expansion reciprocating engine – a museum piece even then. He had a way of telling stories, bringing alive merchant sailing at a time when it was all about to change.

Almost as an aside, he also told me an extraordinary tale of the biggest ever loss off the British shipping register, an almost new ship that had disappeared off the coast of Japan.

That ship was the Derbyshire. Typically, he had got involved with the campaign to uncover what had happened to that ship. There

was an injustice to be righted and, being Dave, he felt he had to be a part of the family campaign to find the truth.

In that meeting, he convinced me I should be a part of that as well. The result was, for a year, I put my other book to one side and, with him, researched and then wrote **A Ship Too Far**.

Re-reading it now, I am struck by what a monumental task we set ourselves. A master mariner and a journalist, unpicking the complexities of modern ship design, metallurgy, hydrostatics, brittle fractures and the rest. Only Dave could have persuaded me we could do it; and we did.

It is testament to our endeavours that the original book manuscript was deemed so defamatory the report on it was longer than the book. The barrister, who wrote it, subsequently showed us, line by line, how we could harden up facts, remove the implied libel. The original title, ‘The Truth About the Derbyshire’, was deemed a libel; but I believe we uncovered that truth, subsequently shown in a final inquiry to have been structural failure.

I was privileged to sail with Dave, out of Liverpool, on the Consortium, along the coast from Liverpool. He made for a hilarious shipmate; I recorded part of the radio series **Long Voyage Home** (BBC R4) from the deck of his ship in 1994. A fount of great stories, frequently funny, he appeared rightly at home messing with his crew.

Dave was that rare thing: utterly honest, constant in his beliefs, fearless in pursuit of justice. To seek the truth, to find, to hold, and not to yield: Captain Dave Ramwell. **t**



▲ Captain Michael Harding in May 1985, onboard the RRS Discovery

Captain Michael Harding

Captain Michael Harding – a former NUMAST Council member – died at the age of 81 on 25 January 2020, after a brief illness.

Capt Harding spent his life as a seafarer, firstly working as an apprentice with Athel line and later serving for many years on the RRS Shackleton, RRS John Murray and RRS Discovery, on which he was well-known as the captain. He had been a member of the Union since 1969.

Former Nautilus Telegraph editor Andrew Lington knew Capt Harding when the master was a Union Council member from 1991-1998. ‘Mike was a larger than life character,’ he said, ‘with a fine sense of humour and a strong sense of dedication to his fellow seafarers.’


‘He took his role on Council very seriously, and was an articulate and passionate speaker on behalf of his colleagues.’

At the end of his distinguished career at sea, Mike Harding retired to Devon, where he lived with his family. He died at Derriford Hospital Plymouth, with his wife and family by his side.

NEWS

ANTIBES YACHT CREW

Do drop in

Nautilus is hosting a free drop-in session in Antibes for yacht crew on 11 March 2020 from mid-day. Open to all it will offer advice on employment-related issues and the Commercial Yacht Service Record Book. **See page 58 for details** 

Cefas Endeavour crew reassurances on jobs handover to AW Crewing

Crew working on the UK multi-purpose research contract vessel RV Cefas Endeavour operated by P&O Maritime Services (POMS) who are being transferred to AW Crewing, have been reassured that their terms and conditions will remain intact.

Operated out of Lowestoft, the Cefas Endeavour provides survey services to support the offshore renewables, oil and gas, and telecommunications sectors. Cefas has signed a contract with AW Ship Management (AWSM) for the ongoing provision of management services and will take on the service from Cefas existing provider P&O Maritime on 1 April 2020.

Nautilus industrial organiser Lisa Carr attended a meeting for the Transfer of Undertakings Protection of Employment (TUPE) regulations – where a business or part of it is transferred from one owner to another – at P&O Maritime's office in Lowestoft on 29 January 2020.

Also in attendance were colleagues from Unite union and AW Ship Management – the successful bidders of the Cefas Endeavour.

The meeting was focused on TUPE discussions of members transferring




▲ Nautilus Industrial organiser Lisa Carr at a recent Cefas Endeavour crew meeting

from POMS FZE to AW Crewing.

Ms Carr said the talks were 'extremely reassuring and continued onboard the vessel where both companies gave a presentation to the members reassuring them that their terms and conditions will be carried forward intact'.

The company held meetings with individual employees, and Ms Carr and members also had separate meetings; as

a result some minor concerns raised were then relayed to the company. A further meeting onboard the vessel was scheduled for February, at which the companies will deliver a further presentation on the change in management services.

The procurement process, launched in March 2019, concluded with the new contract with AW Ship Management in late November 2019. 

Long-awaited new safety guidance on ro-ro vessels launched


Critical new guidelines on ro-ro vessel deck safety were announced at a workshop held at the UK Chamber of Shipping in London.

The Guidelines to Shipping Companies on Vehicle Deck Safety, drawn up by Nautilus, the RMT union and the UK Chamber of Shipping, were launched at a ro-ro safety workshop.

The unacceptably high number of workers who had been injured or killed in accidents on vehicle decks has led to the development of the guidelines.

Nautilus national ferry organiser Micky Smyth told the workshop: 'I worked at sea for over 30 years, and 18 of those were undertaking deck

operations on ro-ro vessels. And I can tell you, as the guide says, it is one of the most hazardous areas of the vessel.' He urged ship operators to 'read the guidelines and work together to prevent any more accidents or fatalities in ro-ro passenger and freight vessels'.

Shipping companies should ensure that crew get appropriate training in safe work procedures on vehicle decks, including pre-loading briefings, check lists, the need to monitor crew fatigue, as well as improved consultations with tug and MAFI Transport System tractor drivers in seaports. 

Nautilus signs 'landmark' agreement with Saga Cruises

Nautilus is celebrating a new partnership with Saga Cruises, with the company entering into its first ever collective bargaining agreement (CBA) with a UK union.

The Nautilus CBA applies to British officers in the deck, technical and onboard services departments on the Saga vessel Spirit of Discovery. It was signed on 14 February by Guernsey-based crew employer Saffron Maritime Limited (SML) on behalf of Saga, and entered into force immediately.

'We're very pleased at what we've managed to achieve together,' Nautilus senior national secretary Garry Elliott said. 'Our general secretary Mark Dickinson got the ball rolling when he visited the Spirit of Discovery on its launch in May 2019, and we then spent a very productive six months building trust and confidence in meetings with Saga and Saffron.'

The resulting CBA is a good example of the partnership approach Nautilus seeks to take with maritime employers, Mr Elliott noted. 'It's great that Saga have seen the benefits of their seafarers being in the union,' he said. 'We want to work with them to help them thrive, because that enhances job security for our members.'

The CBA provides for members onboard the Spirit of Discovery to volunteer as Nautilus lay representatives, who will have regular contact with management to represent their colleagues' views. 'We're hoping to get the lay reps in place in the next few months and certainly in time for the first annual review of pay and



Neil Carrington signing the CBA for Saffron Maritime Limited with Esme Davis, Saffron senior HR manager



The Spirit of Discovery: CBA applies to British officers in the deck, technical and onboard services departments

conditions on 1 February 2021,' Mr Elliott said.

Nautilus officials will visit the Spirit of Discovery next time the vessel docks in Southampton, to talk to members about what being a lay rep entails and the training Nautilus offers to volunteers. They will also encourage non-members to join the union – and this is something the employer has also agreed to do as part of the partnership.

Members can ask questions face-to-face about what it means to be covered by a CBA, but the essence of the agreement is that SML will negotiate with the union on the following matters:

- overall wage structure (but not an individual's personal wage)
 - hours of work
 - annual leave
 - sick leave and sick pay
- SML will also consult on opportunities policies, pensions, redundancy and redeployment.

'This is a landmark CBA and adds to our collective bargaining influence across the cruise sector, where we hold many such agreements and relationships that deliver on a partnership at work ethic,' Mr Elliott said. 'We look forward to working with Saffron on behalf of Saga Cruises for many more years to come.' 

In brief



Campbell Todd lays Princess Victoria wreath

In remembrance

A special memorial service at the Port of Larne on 31 January, marked the 66th anniversary of the MV Princess Victoria tragedy. Over 130 people died when the ferry sank between Stranraer and Larne in January 1953. Nautilus member Campbell Todd, a Chef at P&O Ferries, laid a wreath at the service.

Seafarer wellness seminar

Exercise, diet, fatigue and mental health are among the topics to be tackled at the Seafarer Wellness seminar at the National Maritime College of Ireland in Cork on Thursday 26 March. Nautical Institute Ireland Branch nautinst.ireland@gmail.com

Paternity leave

Seafarers employed by Maersk Tankers are excluded from the company's new Parental Leave policy, which gives new fathers four weeks' paternity leave in the year after childbirth or adoption. A spokesperson for Maersk Tankers told Nautilus the policy is applicable to shore employees only. Contact your organiser to discuss further.

Correction

An article in the February Telegraph wrongly stated that pay talks had commenced at ferry operator CalMac. Pay talks to do not commence with CalMac Ferries until later this year, these talks normally commence in early September as the anniversary date is 1 October. We apologise for the error.

‘Worrying’ move to monitor crew comms

The introduction of new technology designed to save money by restricting crew access to email and the internet, has ‘worrying implications’, Nautilus has said.

Communications management systems such as Integra, made by the AST Group, help managers cut costs, monitor data usage, apply tougher security and control onboard connectivity.

Fleet managers and owners have complete control of communications via AST’s online customer portal, rather than needing to be onboard a vessel. They can set data limits and real-time usage alerts and block individual applications.

Nautilus head of strategy Debbie Cavaldoro flagged up the monitoring of seafarers’ communications as a concern for the Union.

‘The ship is the seafarers’ home and their privacy should be respected,’ she said. ‘Our Connectivity at Sea survey of 2017 highlighted instances where seafarers’ personal emails were sent to the master before being passed on or access to the internet only being granted in public spaces, denying individuals the ability to contact their families in privacy.’

‘When using such technology, ship owners and satcom providers must respect the need for internet access for personal use for those onboard and should agree fair usage policies which recognise the ship as the seafarers’ home.’

‘One of the issues that came out of our survey was that companies were worried that increasing crew internet usage could interrupt ship-critical updates from getting through.’ **t**

Swallowing the anchor made easy with pre-retirement course

Nautilus officials are now better equipped to help members planning to swallow the anchor, after attending a retirement planning course.

Nautilus International national ferry organiser Micky Smyth was among the Union officials represented, along with colleagues from the RMT union.

Funded by the Scottish Trades Union Congress, the pre-retirement course, held on 28 January 2020, was organised by RMT union learning organiser Dan Henderson, and held at the RMT Offices in Glasgow.

Mr Smyth said it was an excellent course of benefit to members who are considering their retirement options, and he thanked Mr Henderson for arranging the seminar.

The course provider was Affinity Connect and the Tutor was Laurence Hodes.

Officials learned about changes in lifestyles and options available, the sort



Nautilus International national ferry organiser Micky Smyth was among the union officials represented at the retirement planning course

of choices that need to be made about occupational pensions before leaving, and how income is taxed in retirement. They also received an overview on tax free dividend allowances, personal savings allowances, capital

gains tax, ISAs, and various estate planning insights into inheritance tax, wills and intestacy, and the lasting power of attorney; as well as workplace pensions and State pension and other age-related benefits. **t**

Unions challenge proposed redundancies at Pacific Nuclear

Unions have challenged the number and detail of posts proposed for redundancy at Pacific Nuclear Transport Limited (PNTL), as part of its decommissioning plans for the UK-flagged nuclear fuel carrier Oceanic Pintail.

Nautilus International and delegations from the National Union of Rail, Maritime and Transport Workers (RMT) also reiterated their total opposition to compulsory

redundancies at the third collective consultation meeting in at PNTL’s home port of Barrow-in-Furness on Friday 7 February 2020.

The process of decommissioning the 5,721gt, 103.9m 1987-built Oceanic Pintail was expected to begin on 10 February, with no job terminations expected to take effect until the end of March.

It was agreed that a

three-week window for consideration of voluntary redundancies (VR) would be opened once all PNTL crew members had received their VR figures in advance.

Nautilus national organiser Steve Doran, said the next meeting is scheduled for 5 March, after the closure of the VR window. A joint Nautilus/RMT meeting will take place in Barrow-in-Furness that morning. **t**

Nautilus welcomes fishing sector 'MLC'

The 'Maritime Labour Convention' (MLC) for fishing has been welcomed by Nautilus International for bringing decent work to the fishing industry.

ILO 188 entitles all workers in the fishing industry to written terms and conditions of employment, decent accommodation and food, medical care, regulated working time, repatriation, social protection and health and safety onboard.

It provides minimum standards of recruitment and placement and mandatory certificate of medical fitness to work onboard a fishing vessel.

One of the convention's key areas is the Fishers Work Agreement – like the Seafarers' Employment Agreement under the MLC.

It applies to all fishers working on fishing vessels of any size, with more prescriptive standards for vessels over 24m in length or



Net repairs Image: Douwe Adema, from Nautilus/Inmarsat 'Life at Sea' Photo Competition 2019

operating on longer voyages, three days or more.

'Nautilus is pleased that the UK has ratified this important convention. Fishing vessels were excluded from the Maritime Labour Convention, and ILO Convention 188 was intended to provide a similar level of protection specifically for workers on fishing vessels,' Nautilus International director of legal services Charles Boyle said.

'We hope that this convention continues to attract members of the ILO who ratified it to give it further

application around the globe.'

The UK was the 14th state to ratify the International Labour Organisation's (ILO) Work in Fishing Convention (ILO 188) a year ago. The UK legislation implementing the convention came into force on 11 January 2020.

To date, 17 countries have ratified the convention.

The regulatory framework aims to cover more than 38 million people worldwide who work in the fishing sector.

The UK fishing sector includes more than 6,000 vessels and 12,000 fishers. **t**

Red Funnel ups member pay offer after 'disappointing' first deal

Isle of Wight ferry company Red Funnel has increased its pay offer from 2.3% to 2.7%, making the salary uplift 0.6% above the current rate of inflation (RPI).

The company's revised offer came on 16 January 2020, following feedback and anonymised comments made by Nautilus members during the pay discussions.

National ferry organiser Micky Smyth said: 'It is refreshing to see that the company has acknowledged our concerns, which bodes well for our professional working relationship going forward, and Nautilus welcomes the increase in salaries on behalf of members.'

Red Funnel HR director Debbie Reed said: 'Based on this feedback and the fact that rail fares have increased by an average of 2.7%, I consulted with the board of directors further. Against a challenging backdrop we have managed to secure agreement to increase our offer of 2.3% to 2.7%.'

The company will process the pay uplifts in February, backdating them to 1 January 2020.

Red Funnel's new operations director starts in February, Ms Reed said, 'when we can commence discussions and develop a plan for reviewing the pay differentials and annual leave provisions'. **t**

In brief

Port talks on hold

Nautilus members based at Scotland's Cairnryan Port and Northern Ireland's Larne Harbour have been told that their 2020 pay and conditions review negotiations are on hold, as the company is facing extremely difficult trading conditions, primarily on the shortsea route, and is currently having to review all costs.

Abacus offer rejected

Members working for Abacus Crewing Services Ltd have voted to reject an offer of a 2% base pay uplift, in addition to 0.5% for two to five years' service or 1% for five-year plus service and up to 1% for high performers. With the GBP start at scales remaining the same as 2019, the offer is said to be the same structure and criteria as last year.

Maersk Tankers negotiation

Nautilus International members serving on Maersk Tankers and employed by Maersk Tankers Singapore Pte Ltd, have accepted the company's 1% pay offer for 2020. Comments received during the Union's consultation showed that no one was particularly happy with the offer; however, a slight majority felt it was the best that could be achieved by negotiation.

Bibby offer accepted

Union members employed by Bibby Maritime Crewing Services, on the company's floating accommodation units, have voted to accept the company's offer of a 2% increase in salaries. The next pay review will be 1 January 2021.

GMSG negotiation

Additional consultation over pay and conditions at GMSG has resulted in an accepted offer of a 1.7% pay rise from 1 January 2020 for all ranks across the board with some exclusions.

In brief



▲ Rev Bill McCrea marks five decades devoted to seafarers' welfare at a January 2020 event organised by the Sailors' Society

Chaplain marks 50 years

The Sailors' Society has honoured chaplain Rev Bill McCrea for his 50 years as a ship visitor. Rev McCrea is best known for his work related to the Herald of Free Enterprise disaster on 6 March 1987, when the ro-ro ferry capsized en route to Dover, moments after leaving Zeebrugge port in Belgium. The chaplain took the funerals of four crew members and cared for their families in the aftermath of the disaster. Still a ship visitor, Rev McCrea served as a full-time chaplain for 37 years in London, Kent, Belfast, Jamaica, Rotterdam, Antwerp, Houston and Southampton.

Minister backs £25m hub

Former maritime minister Nusrat Ghani intervened in a stalled project to bring maritime jobs and training to NW England during a visit to Merseyside in February. The £25m Maritime Knowledge Hub is backed by Peel Ports with funding from Wirral Council. The project was first announced in 2016.

Serco wins NIFS

Serco NorthLink Ferries will be awarded the next contract to continue operating the Northern Isle Ferry Services (NIFS) network by the end of March. The £450m contract is for an initial six-year term, with the option for the Scottish government to extend it for a further two years, valued at an additional £160m. Serco has been running the NorthLink franchise since July 2012.

UK commits to review seafarer employment protections

The British government has committed to review existing employment legislation for UK seafarers to ensure protections against discrimination by foreign companies.

In answer to a question in Parliament on 12 February from Cat Smith, shadow minister for voter engagement and youth affairs, the then maritime minister Nusrat Ghani said: 'We are committed to develop the concept of a social framework, as referred to in the Maritime 2050 Strategy.

'This could include a review of all employment legislation explicitly pertaining to seafarers' work and social protection, ensuring

close alignment with the protections available to those working in land-based roles.'

The promise follows in the wake of an Employment Appeal Tribunal (EAT) on 16 January that found a legal loophole in the Equalities Act 2010 (Work on Ships and Hovercraft) Regulations 2011, which excludes protection to seafarers working on foreign vessels outside UK waters.

That loophole meant Hong-Kong based Wallem Shipmanagement was able to discriminate against a British female deck officer because she was a woman.

Nautilus welcomed the opportunity to revise the regulations.

Nautilus International

director of legal services Charles Boyle said: 'We are determined to secure fair access to job opportunities for those entering the industry, regardless of their background.

'Any act of discrimination that takes place in the UK should be outlawed.'

The next formal review of the regulations takes effect in 2021.

Nautilus will work with social partners including the RMT union and the UK Chamber of Shipping to ensure seafarer protections. **i**

Sex discrimination in the UK and how a Hong Kong ship manager got away with it – pages 29-31.

Head of new Maritime Skills Commission tasked with expanding talent pool



Finding and retaining the UK maritime industry's brightest talent will be a key responsibility for the first chair of the Maritime Skills Commission Professor Graham Baldwin.

Prof Baldwin, a third-generation mariner, will oversee annual progress reports to the maritime minister and to industry body Maritime UK, as well as providing 'state of the nation' reports every five years.

The Commission's goal is to understand the existing and future skills needs of the industry both on land and at sea, attract more people to the

▲ **Professor Graham Baldwin, the chair of the Maritime Skills Commission who is also vice-chancellor at the University of Central Lancashire (UCLAN)** Image: by permission, UCLAN

sector, ensure career progression, and future-proof training for the 220,000 people already working in the sector – including the 27,000 employed at ports around the country.

Prof Baldwin said: 'I am delighted to have accepted the prestigious position of chair of the Maritime Skills Commission, a core element of delivering the Maritime 2050 Strategy.' **i**

NAUTILUS EXPANDS YACHT PARTNER NETWORK IN US

Two more companies serving yacht members in the United States joined the Nautilus yacht partner network in January.

Training provider Professional Yachtmaster Training (PYT) USA and recruitment agency Anchor Maritime Services signed a Memorandum of Understanding (MoU) that committed to the professionalism, safety and welfare of maritime professionals working at sea and onshore.

In common with the Union's other strategic partnerships, the new partners will recommend Nautilus membership to individual officers, crew and shore-based workers who use their services. Nautilus



▲ Training provider Professional Yachtmaster Training (PYT) USA

membership ensures employees can benefit from the legal, welfare, advisory and collective benefits that the Union provides.

Nautilus has partnerships with agencies in countries and territories including France, Spain, Monaco and Guernsey.

Any yachting professional

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

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

Based in Fort Lauderdale, PYT offers international yacht training for professional and recreational yacht crew.

Anchor Maritime Services is a new yacht recruitment agency headed up by Amilee Luke, who previously worked for Bluewater Crew Training.

Nautilus yacht partner Wilson Halligan has opened an office in the US. [t](#)



UKSA superyacht cadets turn out

Nautilus strategic yacht partner UKSA held the first of two graduation ceremonies in February in a bumper year for the centre's superyacht cadetship scheme.

The programme is structured over five phases to enable 18-25 year olds to obtain Officer of the Watch qualifications for yachts less than 3000GT within four years.

Several prizes were awarded to outstanding cadets. International organiser for Nautilus Danny McGowan presented the Cadets' Cadet award to Nathan Gallagher-Whyte, who had been voted for by fellow students.

'The deep level of pastoral care provided by UKSA to the cadets and other students, and the interests of the staff in the wellbeing of

everyone at the centre is to be congratulated,' Mr McGowan said. 'Each cadet leaving UKSA has access to the Union's unrivalled benefits and protections, meaning that they graduate today ready to deal with all the ups and downs of life at sea.'

Nautilus strategic organiser Rachel Lynch said: 'Our partnerships in the large yacht sector are essential for the ongoing professionalism of the industry. We look forward to working with UKSA more closely in future.'

This year's cohort of cadets is the largest ever graduating UKSA. Of the 34 cadets, 50% received funding in order to complete the phase. Funding comes from Seafarers UK, Trinity House, TK Foundation and UKSA. [t](#)

Antibes yacht crew drop-in

Nautilus will be hosting a free drop-in session in Antibes for yacht crew on 11 March 2020 from midday.

The drop-in will be open to members and non-members, and will offer advice on employment-related issues and assistance with the Union's Commercial Yacht Service Record Book. The session will be held at the Nautilus South of France office/D&B Services in Antibes.

Nautilus legal director Charles Boyle will give a talk on 'the application of MLC after Brexit'.

Also in attendance will be Nautilus International head of recruitment and membership Derek Byrne, head of organising Garry Elliott and strategic organiser Rachel Lynch. To book an appointment at the drop in or onboard your vessel in Antibes, email: yachts@nautilusint.org. [t](#)

Seafarers denied off-signing as fears of coronavirus mount

Seafarers who have visited Chinese ports are being denied off-signing by countries fearing the spread of the deadly coronavirus, Nautilus has been told by a member who asked to remain anonymous.

Off-signing is when a seafarer comes to the end of his or her contract of employment onboard a vessel and prepares for crew transfer and transport home.

Seafarers refused off-signing by a disembarkation country could be stuck onboard for many additional weeks, or even months, depending on the vessel's schedule and disembarkation port.

Crew could face an additional 14 days onboard to Singapore from China, or an additional 30 days onboard to Qatar after leaving China, for example.

'This is not good for crew reliefs,' the source said.

Refusing crew relief would directly contradict advice from the International Maritime Health Association (IMHA). IMHA updated its shipping-specific advice on reducing the risk of infection from the new coronavirus on January 26 to include:

- Do not restrict embarkation / disembarkation of seafarers in non-affected ports
- Do not restrict necessary ship visits by port agents, chaplains, service personnel and others

IMHA also recommended that ship operators store facial protection for all crew, with a minimum of five pieces per person. **i**



Members experiencing difficulties related to coronavirus should contact their Nautilus organiser for assistance

Coronavirus – advice for seafarers and crew

Nautilus members will be aware that the World Health Organization (WHO) has declared the coronavirus outbreak a public health emergency of international concern. Novel coronavirus (2019-nCoV) is a new strain of coronavirus first identified in Wuhan City, China.

The new coronavirus causes severe acute respiratory infection and symptoms which usually start with a fever, followed by a dry cough. Most people infected are likely to fully recover – just as they would from flu. However, coronavirus can cause more severe symptoms in people with weakened immune systems, older people, and those with long-term conditions like diabetes, cancer and chronic lung disease.

There have been confirmed cases of seafarers contracting the virus, who include members of the crew onboard the Diamond Princess.

WHO has advised governments to prepare for containment, including active surveillance, early detection, isolation, case management, contact tracing and prevention of the onward spread of infection.

Shipping companies and port operators must provide workers with the latest information regarding the outbreak, follow best practice in regard to health and safety protocols and supply of personal protective equipment, put into effect procedures to identify symptomatic travelers, crew and/or workers, and set clear guidelines for workers managing suspected cases of infection.

For cruiseships or passenger ferries this could mean managing a passenger who may be thought to have the coronavirus.

The International Maritime Health Association (IMHA) has produced specific advice for shipping

companies and seafarers, which includes:

- Do not restrict embarkation /disembarkation of seafarers in non-affected ports.
- Do not restrict necessary ship visits by port agents, chaplains, service personnel and others.
- Do not visit food markets in China. Avoid provision of fish and poultry in China.
- Do not consume raw eggs, milk, or meat.
- For galley: observe strict food hygiene to avoid cross contamination.
- Store facial protection for all crew (5 pieces per person).
- Provide influenza vaccination, alcohol-based hand rub and facial protection to ship inspector and other company employees who travel to China.
- If a person on board falls sick AND has been travelling to affected areas 2-12 days before embarkation, the person must stay in his cabin. Consult a Medical Doctor in the next port.
- If a sick person is on board of the ship, fill the Maritime declaration of health and notify port authority.

The following links contain further advice and guidance to seafarers and shipping companies:

- IMHA bit.ly/2OxJXto
- WHO www.who.int/ith/updates
- IMO bit.ly/39j3dCX

Nautilus is in regular contact with industry partners and will provide further guidance should there be any further developments.

Members with any concerns about coronavirus should contact their industrial official or the **Nautilus 24/7 helpline (see page 58)**. **i**

Union supports crew members onboard Diamond Princess

Nautilus is supporting members onboard the Diamond Princess cruiseship, which has been quarantined off Tokyo due to a coronavirus outbreak since 3 February.

The union has been in contact with members onboard the vessel to offer advice and assistance.

'This is a very serious situation for our members onboard the Diamond Princess,' Nautilus head of organising Garry Elliott said. 'It is a very fluid situation and our thoughts are with the crew and their families. Nautilus is ready to help with members' needs at this distressing time.'

There were 1,045 crew and 2,666 guests onboard the vessel when it docked in Tokyo, according to Princess Cruises, which operates the vessel.

The United States started evacuating its citizens from the vessel on 17 February, followed by other countries including the UK.

Fifteen crew members had tested positive for the virus as of 13 February, according to Princess Cruises.

Nautilus has also been in close communication with Princess Cruises, a Carnival Corporation company, and has received reassurances that crew are being well cared for.

Princess Cruises has assured crew that all



Princess Cruises has assured crew that all medical treatment will be provided while onboard, and for any seafarers who may become ill. Image: Twitter

medical treatment will be provided while on board, and for any seafarers who may become ill. This also includes after disembarkation, as per company policy.

Crew have also been assured of their next contract should they become infected.

Crew have been offered free internet access, with increased bandwidth, for the duration of the quarantine.

Princess Cruises intends to return to normal business operations as soon as the ship is cleared, management told union officials. **i**

Dutch and British members disembark HAL cruise ship denied port entry over coronavirus fears

Nautilus officials working with the crew of Holland America Line's Westerdam cruise ship welcomed international co-operation efforts that allowed the vessel to disembark in Cambodia after rejections from five countries over fears of the coronavirus outbreak.

Japan, Taiwan, Guam, the Philippines and Thailand refused to allow the ship to dock. Taiwan allowed a stopover but no disembarkation.

Nautilus senior national secretary for Holland America Line (HAL) Marcel van Dam said: 'It is good the uncertainty has now come to an end and that all passengers can get off



Westerdam was on a 14-day trip that started in Hong Kong on 1 February with a planned final disembarkation on February 15 in Yokohama, Japan. Image: Wikimedia Commons

the ship in good health.'

There were 802 crew members, including many Dutch and British Nautilus International members, onboard the vessel.

Close to 1,500 passengers disembarked the ship on 13 February.

News reports said an American woman, 83, had tested positive in Malaysia for the virus after disembarking the Holland America Line ship.

Passengers were transported via charter flights to the capital Phnom Penh. HAL paid for onward flights and reimbursed costs incurred by guests.

The Dutch Ministry of Health said Westerdam passengers will have free movement once returned to the Netherlands.

Westerdam was on a 14-day trip that started in Hong Kong on 1 February with a planned final disembarkation on 15 February in Yokohama, Japan. **i**

Australian union warns government failing to implement adequate checks for coronavirus

Australia is failing to implement adequate checks for coronavirus infections on vessels arriving at Australian ports, the Maritime Union of Australia has warned.

Foreign vessels can trade in and out of Australian ports with little more than an email as proof the vessel and its crew comply with biosecurity protocols, the MUA said.



MUA National Secretary Paddy Crumlin: Australian workers need to be protected against potential infection from foreign vessels. Image: Facebook

Merchant vessels are required to self-declare any quarantine or biosecurity threats before arrival into Australia. They are unlikely to have a doctor onboard and the accurate diagnosis of a virus like the coronavirus could be left to untrained seafarers.

'Australian workers are going out onto these vessels; tugboat crews are receiving ships' equipment that may have been in contact with infected seafarers,' MUA national secretary Paddy Crumlin said. 'Linesmen and other port workers all perform work with the vessel well before biosecurity agents go up the gangway of a ship, if at all. It shouldn't be left to these workers to provide Australia's response to an international viral threat.'

'We need to know what provisions are in place for the proper treatment of infected foreign seafarers, what can maritime and port workers do to protect themselves against infection and who is verifying that this is being done.' **i**

In brief

Recruitment scam

NYK Group Europe has warned seafarers of a bogus 'large-scale maritime officer recruitment campaign', that asks maritime jobseekers to hand over passports, documents and money. The fraudsters are posing as NYK Group Europe. The company has reported the scam to the authorities and issued a warning on its website: www.nyksm.com.sg.

Yantian Express fire

Germany's maritime casualty investigation bureau said coconut charcoal was the likely cause of the fire that broke out onboard Hapag-Lloyd's 7,510teu Germany-flagged Yantian Express box ship on 3 January 2019 while en route to Halifax, Canada. It identified three containers as the possible cause of the fire, one of which was laden with coconut charcoal, erroneously declared as coconut pellets. The crew evacuated by tug.

Crew rescued

Thirteen Indian crew were rescued from the Panama-flagged bitumen tanker Reem 5 in the Arabian Sea following a distress signal while en route from Basrah, Iran to Hazira, India. The Indian Coast Guard diverted nearby cargo vessel Ganga to rescue seafarers from the vessel that had suffered engine room flooding and started to sink in adverse weather. The 1,782 cu m Reem 5 is operated by UAE-based Aurum Ship Management.

Box ship arrested

Australia's Maritime Safety Authority arrested Taiwanese shipping line Yang Ming Marine Transport's 4,250teu boxship YM Eternity at Port Botany for failing to pay up to A\$20m in pollution clean-up costs. YM Efficiency lost 81 containers off the coast in 2018, causing debris to wash up on beaches. Sixty containers have been identified and five recovered while 16 are still missing. The month-long clean-up operation starts in March.

IMO and WISTA International cooperation welcomed

Nautilus has welcomed a new initiative to promote greater diversity.

The International Maritime Organization (IMO) and the Women's International Shipping and Trading Association (WISTA International) signed a memorandum of understanding (MOU) in January. This is expected to lay the groundwork for further progress on creating a sustainable and diverse maritime industry.

Nautilus International general secretary Mark Dickinson said: 'We have been working to improve the maritime gender balance, and look forward to continuing cooperation with leaders from across the maritime sector to ensure that the voices of our female maritime professionals are heard and placed at the heart of any new diversity initiatives.'

The agreement was a welcome global expansion of the UK's Women in Maritime Taskforce, he said.

The MOU commits IMO member states to provide women seafarers with training opportunities, promote greater engagement for women in maritime through workshops and ensure a better gender balance on speaker panels at global conferences or events, as well as encouraging a raft of other diversity initiatives.

Initiatives already underway with WISTA International include a study to collect and analyse data on the number of women



▲ WISTA International president Despina Theodosiou and IMO secretary general Kitack Lim at the MOU signing ceremony

employed in the maritime sector; and the global expansion of a database of female experts in a wide range of maritime subjects available for speaking engagements to make panels more diverse.

Another key part of the IMO/WISTA International MOU is to strengthen cooperation and share best practices between the IMO-established regional women in maritime associations and WISTA national associations.

WISTA International covers female workers in all sectors of the maritime industry, from seafarers to lawyers, through to workers in national administration. **i**

Striking a pose for equality

Committing to a gender-equal 2020 is the theme of this year's International Women's Day set by the United Nations.

The #GenerationEquality theme reflects a pivotal year for advancing gender equality, as the global community takes stock of progress made for women's rights since the adoption of the Beijing Platform for Action 25 years ago. It will mark several other galvanising moments: a five-year milestone towards achieving the UN Sustainable Development Goals; the 20th anniversary of UN Security



▲ Lifeboat drill: Nautilus/Inmarsat photo competition 2019 entry Alix McDermott

Council resolution 1325 on women, peace and security; and the 10th anniversary of the UN Women's establishment.

The theme highlights that equality is not a women's issue,

it's a business issue. Gender equality is essential for economies to thrive.

Women can take photos supporting #EachForEqual and upload to social media. **i**



▲ UCOC protest outside ACP offices in December

Unions join call for Panama Canal safety talks

Nautilus has written to the Panama Canal Authority (ACP) urging that it sits down with tug masters to address long-standing concerns over unsafe working hours and conditions.

The joint letter, also signed by the International Transport Workers' Federation (ITF) and the International Organization of Masters, Mates & Pilots, follows protests over serious safety concerns over fatigue which have been raised since the launch of the expanded Panama Canal in April 2019.

Nautilus Federation affiliate Unión de Capitanes y Oficiales de Cubierta (UCOC) has said it believes its members are being targeted by ACP officials for speaking up. In June 2019, 13 union activists were suspended or facing suspension and dismissal from duty without pay for taking part in the protests.

The letter voices support for the UCOC and its efforts to protect tug crews and to ensure the safe transit of vessels through the expanded

canal, which has seen a spate of casualties at the new locks, including the death of one tug rating from head injuries during line handling procedures.

'It is clear even to the most casual of observers that the process of guiding vessels through the expanded canal is more labour intensive and potentially dangerous than the process employed in the old canal,' the letter says.

It calls for the ACP and UCOC to discuss the establishment of written hours of service rules that govern tug captain scheduling and an upper limit to the number of continuous hours that tug captains can work. These hours should be in line with the internationally accepted STCW and SOLAS hours of rest/work enacted by the International Maritime Organization (IMO) to facilitate good health and safety.

Also demanded is due process for the tug captains who have been disciplined for expressing their concerns about vessel and crew safety. **i**

French captains strongly oppose replacement of master by chief engineer

The French association of shipmasters (Afcan) has strongly opposed a government move that opens the possibility of chief engineers replacing captains in an emergency situation on French flagged merchant navy vessels.

The draft text is 'contrary to international regulations', according to Afcan general secretary Bertrand Derennes.



▲ A maritime engineer at work Image: Getty Images

'The only person seconding the master must be the chief mate,' he said.

Unions pointed out that it was not for government ministers to interfere with commercial shipping operations.

CFE-CGC Marine officers union general secretary captain Patrice Le Vigouroux said the text could be withdrawn for being contrary to Regulation 1/1.1.6 of the STCW code, which clearly states that the first officer replaces the master. **i**

In brief

Brittany changes routes

Brittany Ferries is to introduce major changes to its Ireland-Spain ferry route, with effect from 28 February. Its ferries will sail from Rosslare to Bilbao, replacing the existing Cork to Santander route. Rosslare, Ireland's second ranking ro-ro freight port, boasts more port space than Cork and is investing in a €25m modernisation programme.

Tirrenia job loss fears

Italy's maritime unions have reacted strongly to leading ferry operator Tirrenia's restructuring plan that could mean the loss of around 1,000 jobs and the closure of its longstanding Naples headquarters. FilT CGIL, Fit Cisl and Uiltrasporti met the government after Tirrenia head Vincenzo Onorato unilaterally announced the plan. The minister will consider postponement of renewal of Tirrenia's lifeline contract due in July.

€20m autonomous boost

The EU's Horizon 2020 research programme has granted €20m to a four-year Norwegian project to install and test autonomous technology on two vessels in different operational environments. Autoship, a collaboration between Scandinavian tech firm Kongsberg Maritime and Norwegian research organisation SINTEF, includes several European partners and is supported by Norway's Research Council.

Portuguese cruise orders

New Portugal-based cruise sector entrant Mystic Cruises has ordered four more 1B ice-class expedition cruise ships to join three 126-metre vessels commissioned in 2017 and 2018 to operate in the Arctic, Antarctic, Norway and the Mediterranean. Delivery of the recently ordered four sister ships takes place in 2022 and 2023.

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



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

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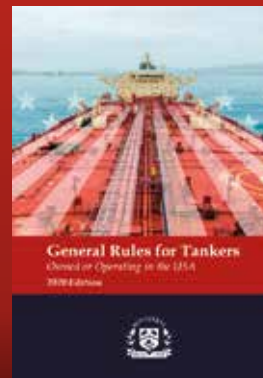


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HUNDREDS HELPED

If you are a former seafarer who has fallen on hard times, support is out there – and the Union’s registered charity has the statistics to prove it. Sarah Robinson reports



The Nautilus Welfare Fund is best known for providing retirement accommodation at the Mariners’ Park estate. However, for several years now, the charity has also run a Caseworker Service, in which expert advisors around the UK visit ex-seafarers in their own homes free of charge to make sure they are receiving all the financial and healthcare support they are entitled to.

Each year, more and more people in need are reached, and the figures now available from 2019 show that the service’s four caseworkers saw 437 clients in the year and generated an impressive £817,000 in benefits and grants. This is up from 340 clients and £664,000 the previous year.

‘Of the 437 people helped in 2019, 52 were new war veteran cases,’ says Nautilus welfare services manager Mick Howarth. ‘We have had a particular focus on this as part of a project funded by the Aged Veterans Fund to find “hidden” veteran mariners and their dependants and ensure they get the support they need.’

In a client survey to assess the effectiveness of the service, the Merchant Navy veterans reached in 2019 gave some interesting feedback on the visits and help they received.

When asked what they found to be the most helpful element of the service, the most common response was the financial support they had received (almost 50%), followed by having someone else to talk to and be able to contact when help is needed (41%).

As part of the wide-ranging support they offer, Nautilus Welfare Fund caseworkers have helped former seafarers to reduce their energy bills and achieve warmer homes Image: Getty Images/BananaStock

And when asked about the impact of the caseworker support on their lives and wellbeing, the veterans gave the following responses:


- *Help to get back on my feet*
- *I feel happier*
- *I feel more resilient*
- *I feel more comfortable and less worried all the time*
- *I have a warmer house and lower energy bills, which means I don’t worry so much about money*
- *I feel less guilty about my daughter running around after me*
- *I see light at the end of the tunnel*
- *It’s been lifesaving*

Much of the clients’ precious extra income comes from the caseworker identifying and helping them apply for all the UK state benefits they are entitled to. But MN veterans and other retired seafarers may also be eligible for particular charitable grants aimed at members of the maritime community. As one client said, the caseworker ‘understands the system. He’ll sort it for you.’

The four Nautilus Welfare Fund caseworkers are each based in an area with a relatively high proportion of ex-seafarers: Merseyside, Hull, Portsmouth/Southampton and Glasgow. To use the service, a person simply needs to have worked at sea at some point in their life – in any capacity, in any

sector, during wartime or peacetime, and for any length of time. Widowed spouses of former seafarers are also eligible.

John Norris is the caseworker in the east coast port city of Hull, and he alone generated over £300,000 in benefits last year for clients in this deprived area. ‘Over the last seven years since I started doing this, we’ve got the word out pretty well about the service around here, particularly with the help of the local Merchant Navy Association,’ he says. ‘We’re now in a position where 65% of our service users are self-referrals who heard about us through friends and acquaintances.’

Working anywhere within an hour’s drive of Hull, Mr Norris sees almost all clients in their own homes, which gives him time to get to know people and work with them directly on filling in application forms. It also means he can pick up on needs which might be missed in an office setting. ‘Somebody might ask me to help him apply for a parking permit for his daughter to use when she visits,’ he explains, ‘and then it turns out that his daughter is actually his carer but isn’t receiving the carer’s allowances she’s entitled to. If I help her, then that helps him.’ 

For more information on the Caseworker Service, go to www.nautiluswelfarefund.org or use the phone numbers on page 54 of this issue.

FROM ONBOARD TO ON THE BOARD

There's a lot of talk in UK maritime about how best to improve the visibility of the profession and encourage children to take up careers at sea. But there's already a way to do this which many people may not have considered, reports **SARAH ROBINSON**

Think back to your own primary and secondary schools. Did the teachers know about maritime careers? Did you ever come into contact with someone who worked at sea? If you did, it could be because one of the school governors was a maritime professional.

School governors are known for overseeing the finances of an institution, and perhaps for stepping in when a new head teacher needs to be appointed, but there's more to it than that. When you volunteer as a governor, you help to shape the whole strategic direction of a school.

Most UK schools have governors drawn from the local community as well as parent governors. The government-backed programme Inspiring Governance points out that engineers are particularly in demand as community governors at the moment, for input such as:

- working with the senior leadership team to develop an engineering strategy
- liaising with careers leads
- making links with organisations who can help provide speakers, work shadowing or direct experiences to give young people first-hand experience of engineering

And it's not just marine engineers who would be welcomed as volunteers from the maritime industry, says Eileen Brocklehurst, the Inspiring Governance regional manager for SW England. 'My region is largely coastal, so we are reaching out to maritime professionals of all kinds,' she notes.

It may seem as if schools on the



coast would know about maritime careers and perhaps already have governors who work in the shipping industry, but this isn't usually the case, says Ms Brocklehurst. 'It can be hard for schools in deprived coastal areas to get community governors at all, and boards of governors really do need that wider expertise,' she explains. 'When you become a governor, you'll not only be spreading the word about your career, but you'll also be contributing the expertise you've gained at work in areas such as administration, planning and procurement.'

What does a governor do?

According to Inspiring Governance, you will oversee the school's performance and its budget, and act as a guardian of its vision and values.

▲ **Governors work together to shape the strategic direction of a school**

Image: Getty images/golero

You will also provide challenge and support to the head teacher and help them as they raise standards throughout the school.

This doesn't just mean sitting in meetings going over the figures, points out Ms Brocklehurst. You'll have the opportunity to get to know teachers and pupils, and act as a role model for children thinking about their future in the workplace.

What is the commitment?

Typically, the commitment will be to meet each half term, with additional monitoring visits to see the school in action and speak to teachers and pupils, alongside preparing for meetings and undertaking training and development.

Volunteers spend between five and eight hours per month on governing

duties, which will generally be during term time only. Some of this time will be spent reading materials and e-learning at home – you don't always have to be at your school. The standard term of office is four years, but if your circumstances change you're free to resign any time.

Becoming a governor is a substantial investment of your time and energy, acknowledges Ms Brocklehurst, and if you are not able to make a regular commitment for an extended period, you may be better off with a flexible volunteering scheme such as Careers at Sea Ambassadors.

However, it is worth remembering that your long-term involvement can have a powerful impact on the school and its pupils. 'Research has shown that what makes a real difference to outcomes in education is industry involvement from as early as primary school,' she says, 'and to get the full benefit from this, pupils need at least four contacts throughout their school career with a professional or employer representative.'

What's in it for you?

There are enormous professional benefits to be gained from governing. When the programme's parent charity Education and Employers carried out a survey of school governors, many respondents favourably mentioned the CPD (continuing professional development) opportunities, the experience of operating at board level and the chance to grow their professional networks.

Eileen adds that the specific skills and experience from governing that you could add to your CV include:

- strategic leadership
- budget control
- data analysis
- staff recruitment
- building relationships and networks
- effective teamworking
- communication
- problem solving
- influencing/negotiation

We shouldn't forget the personal



As a school governor, you'll be a role model for children thinking about their future in the workplace

rewards, either, she says: 'Volunteering simply makes you feel good.' You'll be giving something back to your local community – and the maritime community – and because governors volunteer for an extended period, you'll have the satisfaction of seeing the changes you have instigated come to fruition.

What support do you get?

Each board of governors will have its own induction to bring you up to speed, and to help you be confident and effective in your role. Often this will include providing a mentor.

If you become a governor through the Inspiring Governance programme (which operates on behalf of schools in England), you will also be able to access 12 months' free support and guidance from the National Governance Association, which includes a helpline.

Inspiring Governors is keen to attract volunteers of all ages, and even offers a Young Governors Network for those under 40 to support each other with online discussion forums and annual get-togethers.

And if it still seems a bit daunting at first, just give it time, says Ms Brocklehurst. 'Education can often seem like a language of its own, but keep asking questions and you'll get the hang of it.'

How do you sign up?

Anyone over the age of 18 can in principle be a school governor – you don't need to be a parent or have any experience of working in education.

If you live in England, Inspiring Governance can match you with a school in your local area. Go to www.inspiringgovernance.org and click on 'Sign up' to enter your details. Once you register, you'll be able to see if local schools are currently advertising

for school governors and make contact with any that interest you.

The schools are also able to see volunteers within a postcode radius of their site. They will see the person's name, job role, skills selected from a drop down list, and their personal statement. If they want to see the volunteer they send them an invitation.

In each of the other countries of the UK (Scotland, Wales and Northern Ireland) school governance is organised differently. If you live in any of these countries, the best place to start is with the local council or see the links on the 'About' page of Inspiring Governance's website:

www.inspiringgovernance.org/about/niswi.

Each school has its own governor recruitment process, and this may include an interview, an informal meeting with the chair of governors, a tour of the school or even observing a meeting. This is to establish that the school is right for you and you are right for the school.

And as with anyone who volunteers for a UK school, you'll need to undergo a DBS (Disclosure and Barring Service) check organised by the school.

Schools need you!

Although school governors are the largest body of volunteers in the UK, there is a significant need for more. In England alone, a conservative estimate puts the number of vacancies at 18,000, with schools in rural, coastal and disadvantaged areas struggling most with recruitment.

'It's the perfect thing to do if you care about children, education and your local community,' says Ms Brocklehurst, 'it would be wonderful if some volunteers came forward as a result of reading this article.' 

Meet our WOMEN MEMBERS

Each year, the global trade union movement marks International Women’s Day in March by highlighting the role of women in the workplace, and Nautilus is no exception. Special report by **DEBORAH MCPHERSON**, **SARAH ROBINSON** and **RACHEL LYNCH**

A few years ago, the Nautilus Telegraph ran an influential article titled ‘Where are the women?’, in which young seafarers – male and female – wondered why the workforce on their vessels was so different from their school classes or previous jobs ashore.

For those coming of age in the 21st century, it can seem downright odd to work and socialise in such a heavily male-dominated environment. But even with widespread agreement that things need to change, it’s not proving easy to achieve a better gender balance.

Nevertheless, the numbers of women in maritime are gradually increasing. With

International Women’s Day (IWD) approaching, we wanted to show the contribution female maritime professionals are making.

Nautilus members responded to an appeal to answer questions about their work, and a snapshot of their fascinating responses can be seen on these pages. So where are the women? They’re serving at sea, working in maritime jobs ashore, lecturing at nautical colleges... nearly everywhere in fact. And when we increase the visibility of these pioneers – for they *are* still pioneers – then that could go a long way to addressing the gender imbalance by showing a new generation of girls that seafaring is a career for all. **t**



JENNIFER DOYLE Cruiseship first officer

With a father and grandfather in maritime careers, and a childhood spent in shipping museums, first officer Jennie Doyle was bound for an ocean life, although her sailing hobby didn’t turn into a career until she was 33

Why did you choose a career at sea?

In Liverpool, where I grew up, the head teacher told our parents we would never amount to anything. My grandfather was a stoker in the Royal Navy, and my father was at sea as an electrical officer. When myself and my brother were born, my father had already come ashore and retrained as a physics and maths teacher. Throughout my childhood, however, I listened to his stories about great maritime explorers such as Shackleton and Scott. I was often taken to Liverpool docks, and spent many hours in shipping museums.

When I was 14, we moved to a little fishing village in North Wales. During that time my dad introduced us to a local sailing club. From then on, each weekend we would go sailing, racing all over the country and in national championships.

When I left school, I studied science and eventually ended up in ocean and earth science, researching how carbon dioxide emissions are affecting oceanic plankton. For a long time I dreamed about going on adventures and seeing some of the great wonders of the world like those my father told us about as children. I then sailed as a hobby all over the world, moved yachts and dinghy raced.

Around 10 years ago I reached an impasse in my career. One day my father just said: ‘Jennie, if you can turn your hobby into your career you will be the happiest person on the planet.’ I was 33 at the time.



◀ Jennifer Doyle at Shackleton's memorial

'I have walked on the Elephant Island beach that Shackleton left his men on to make the infamous trip across the Drake Passage to get them help'

Tell us some of your career highlights so far – and challenges

I quit science a week after I had that conversation with my dad and completed my basic Standards of Training, Certification and Watchkeeping for Seafarers (STCW). Within a few weeks I was onboard a ferry as a steward. One day a captain overheard me talking about my sailing experience and invited me to the bridge. He gave me advice on how to become a deck officer and what I needed to do to get a cadetship. Three months after that experience, I had secured a trainee placement and was back at Liverpool University retraining. I spent my training time between the JST, Hanson's dredgers and Scotline moving timber around.

What are the best things about your job?


After qualifying as an officer of the watch, I never looked back. I moved straight over to cruiseships and I eventually had the pleasure of navigating the Queen Mary 2 across the Atlantic in memory of the Titanic. It was a strange feeling being at the helm of QM2 as we sailed over Titanic, and one I will never forget.

One of the best things must be the trip I am currently on. I have walked on the Elephant Island beach that Shackleton left his men on to make the infamous trip across the Drake Passage to get them help. I also sailed across the Drake Passage to the whaling station Shackleton reached, and where he currently is laid to rest. To toast the man himself at his resting place is truly a privilege. To see the Icebergs and feel the remoteness of Antarctica is another thrill.

Where do you see your future?

Someone told me I would never make captain! When I go home this time, I have enough time to sit my captain's exam, so that's what I will be doing.

What is the one thing people don't know about your job?

Working on cruiseships, we have an abandon ship drill every week. 



CAROLYN VINCENT Tallship master

Once you've been in the industry for a while you realise wherever you go there are small communities of yachties or cruisers that hang out together and help each other out. It's cool to have similar-minded people wherever you go and quickly discover all your common connections.



ALIX McDERMOTT Product tanker third officer

We were on our way down to the Falklands when we spotted a large iceberg 10 degrees further north than the iceberg boundary in the South Atlantic suggests it should be. We estimated that it was about the size of the ship and it even had a few 'growlers' accompanying it.



CATHERINE CASEAMAN ETO cadet

I have really enjoyed my second sea phase and have been able to visit New Zealand and Australia for the first time, which was amazing. For me the true highlight was the feeling of progression, especially during my second trip where I really gained in confidence. I felt by the end of my last trip I was ready to finish the cadetship and qualify. I love my work on oil tankers but careers at sea could be more inclusive by getting the basics right – such as providing correctly fitting safety clothing, gender neutral documentation, and for companies to bring back support for chartership status.



CORA BONHAM Ferry second officer

I work for a ferry company providing transport for people across the Irish Sea. I am a deck and navigation officer. I load and unload vehicles and I oversee navigating the vessel safely from Cairnryan in Scotland to Belfast, Northern Ireland. I like the opportunities the job has to offer and being in a job where I can always progress in my career and earn more respect and responsibilities.



ELLIE JOHNSON Tanker third officer

I am currently serving as a third officer on an oil shipping fleet. I have just returned from a 4.5 month trip, which included port operations in Indonesia, Italy, Fujairah, India and Pakistan before sign-off in New York. Anyone can become a captain or chief engineer whatever their background. If you stick at it and put in the hard work, the results pay off.





● ● ●
Don't wait for others to validate your existence. Take up the space and own it

◀ Lungi Mchunu, yacht skipper

LUNGI MCHUNU

Yacht skipper

Yacht skipper Lungi Mchunu started her career in a bank but became the first African woman to sail to the North Pole. She is also a yachtmaster graduate of Nautilus strategic yacht partner and training charity UKSA, and has worked in yachting, cruise and racing

What is a typical day in your job?

There is so much to a typical day on this job. I plan the entire passage to the proposed destination, possibly over several days, navigate the vessel, know how to operate and maintain all the equipment onboard and take care of the safety of the vessel and the crew. I manage the vessel in all respects and adhere to local regulations and maritime laws.

Why did you choose a career at sea?

No family connections to the sea – in fact I was always afraid of open seas. But I dared myself to try and I overcame my fear. I fell in love with sailing and haven't looked back since.

What training or education did you achieve before going to sea?

None, I was a banker.

Tell us some of your career highlights so far – and challenges

In 2018, I was the first African woman to sail to the Arctic, a feat which led to being named as number four on the list of Top South Africans. The expedition was organised by German NGO World Arctic Fund, which focuses on protecting the Arctic by supporting the work of researchers. A year later in 2019, I completed my yachtmaster licence at UKSA.

A key character-building moment was when my

mum had a stroke while I was doing my yachtmaster training in the UK. This taught me that there will be emergencies in this career, and you won't be able to be there. Mental toughness is key because regardless [of your personal circumstances], you still must get the boat to its destination.

How can women be made to feel welcome and retained in a career at sea?

Don't wait for others to validate your existence. Take up the space and own it. Retaining employees seems to be a challenge both at sea and ashore in corporate life, whereas I find it quite simple: people will be loyal where they are valued.


What are the best things about your job?

There's a misconception that life onboard becomes 'boring', but not for me. Every sunrise, sunset, star is different. Oneness with the elements is the best feeling for me.

Would you recommend seafaring as a career?

Yes, it's important to break free from limiting beliefs. Understand and be comfortable with the risks of seafaring.

Where do you see your future?

Definitely at sea – I want to sail for as long as my body is able. 

HEATHER ENNESS

Second officer/DPO

Heather Enness qualified as a second officer/DPO in the oil and gas industry but took a position as a third officer in order to work in the ferry sector. As a working maritime mother, she felt compelled to set up an Instagram account [@mummy.at.sea](#) to promote positive role models for parents at sea

What is a typical day in your job?

On the ferries, it was my responsibility to load the ferry with the passengers and freight alongside the bosun, as we were loading different car decks, I would also take a navigational watch on the passage between the two different ports.

Why did you choose a career at sea?

I was always going to join the Royal Navy as an engineer, but when applying for universities one of the options I chose alongside various engineering degrees was BSc Marine Studies (Navigation) at Plymouth University. When I went to the preview day, having been accepted onto the course, they indicated that there were three courses that were all practically identical; however, I could get sponsorship for the Marine Studies (Merchant Shipping) course, which of course was a very appealing concept. So I took the sponsorship forms and 15 years later, here I am with a wonderful career under my belt and still going strong despite having two young children.

Tell us some of your career highlights so far

My favourite moment at sea must be transiting the Suez Canal, sat on the helideck of a multi-purpose offshore support vessel, listening to the main theme from Pirates of the Caribbean, while going past the Mubarak Peace Bridge with the sun and a slight breeze in my face.

Have you faced any challenges as a female seafarer?

I do believe you have to be tenacious to be at sea and be able to hold your own. I have faced challenges, whether that be waking up in the middle of the night to find a crew member sat by my bed watching me sleep, or having an officer become obsessed with me at the start of a four month trip; but that's where you have to just stand your ground, and not be afraid to speak up about problems. These cases are rare – it doesn't happen to all female seafarers.



◀ Heather Enness at work



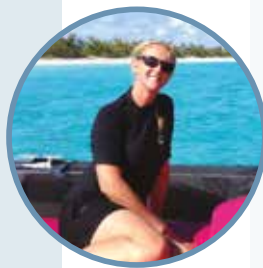
HAZEL SIVORI
Maritime researcher

A typical day in the life of a researcher can vary. My days are dedicated to the current stream of research activity. Recently I returned from a secondment to Kongsberg Digital in Norway. During the five-month post, I engaged with active seafarers, navigation simulator trainers, classification societies and manufacturers of technology. The best thing about research work is being able to combine all the operational and practical experience, with scientific knowledge to make working at sea safer and more efficient. The thing I miss the most about being at sea is the camaraderie. Working together under extremely challenging situations to achieve something great and experiencing the world in a truly unique way are the best things about being a navigation officer and DPO.



KARLEY SMITH
Dynamic positioning officer

I am responsible for keeping a 12-hour watch each day, operating and monitoring the dynamic positioning (DP) system as well as keeping a safe navigational watch. Maritime is such a vast industry with many possible paths. The UK historically was a leading shipping nation and even now around 90% trade is transported by ship. As an island nation, the UK is always going to need shipping and the many roles required to facilitate this. I have found my career so far to be both challenging and rewarding, so I would recommend it to others.



LINDSEY JESSOP
Superyacht first officer

Sailing to Svalbard in the Arctic is by far the most memorable summer I have spent on a yacht. It was the experience I had been looking for since joining the industry. Nothing can prepare you for the effect on the senses, wearing layers of clothing to keep out the cold, listening to the sound of ice crackling all around, watching glaciers calving while on heightened alert and looking out for polar bears sitting in a RIB!



PIP WHALLEY
Subsea first officer

My job is much more than just navigation, which I love. We are improving subsea infrastructure and each project is something different. From these experiences I have an insight to a world that most people don't realise exists. I have enjoyed working in various areas, particularly West Africa; unlike vessels passing through we get to see what's really below the water and the fantastic marine life that's there, whether this is through the camera on a diver's hat or from a remotely operated vessel (ROV)



SHANNON GRAY
Cruiseship third engineer

One of my highlights is being part of a newbuild project for Saga cruises. I was part of the process in the yard, during the sea trials and bringing the new ship into service.

How can women be made to feel welcome and retained in a career at sea?

Retaining females at sea is an interesting one; I would say it depends on the industry you're in. For instance, I have my two young girls, so I do not want to be working away in deepsea for months at a time. Even five weeks on/off was too much. Companies haven't opened yet to the prospect of job shares, and it is something the maritime industry should look at for all females to help them properly return to sea following maternity leave.

What are the best things about your job?


I get criticised a lot for working away from my young children. People say that 'you'll regret missing watching your girls grow up' and don't get me wrong, they have a valid point; however, working one week on/off or even three weeks on/off, I get to see them change. I come home and they've developed, and I would never have noticed that development had I have been at home on a day to day basis. Being a working mother at sea is why I set up my [@mummy.at.sea](#) Instagram account.

Would you recommend seafaring as a career?

I do recommend seafaring as a career regularly, as I am a Careers at Sea Ambassador, and love going into local schools and spreading the word of a career at sea.

There are a lot of seafarers who would disagree and say that there are no jobs out there any more for British seafarers, but I whole heartedly disagree with that notion. The jobs are out there, you must have the right attitude to get them.

Tell us one thing that people may not know about your job

People may not know that the key to having a successful time onboard is to be inclusive. Just because I'm an officer does not mean that I see myself as better than the crew. I treat them as equals and as a result they have my back, and the cohesion on deck just simply works. Oh, and a 'thank you' goes far, as does making them a cup of tea. 

Find out more about Careers at Sea Ambassadors at www.careersatsea.org/ambassadors.



CHAYNEE HODGETTS

Maritime lawyer and university lecturer

Lawyer Chaynee Hodgetts was a deck rating before coming ashore to study law. She now lectures in criminal and media law at Bangor Law School in Wales, and specialises in research on maritime crime, fatalities and preservation of criminal evidence at sea

What is a typical day in your job?

I have been lecturing in law for almost 10 years now. I teach at Bangor Law School in north Wales, covering criminal law, evidence, media law and inquests, and I am also a visiting law lecturer on QMUL's MSc Emergency and Resuscitation Medicine for A&E doctors, helicopter doctors, nurses, and paramedics. My research specialisms are maritime crime, the investigation of maritime fatalities, and the collation and preservation of criminal evidence at sea.

Why did you choose a career at sea?

Before coming ashore, I was a deck rating on various vessels, principally in domestic and sometimes European waters. My original interest was to provide lectures for passengers on dolphins and porpoises, as I started out on a BSc in Marine Vertebrate Zoology. However, before long, change beckoned on both fronts. I switched to an LLB in law and took an interest in steering and deck work as a rating. Both before and during my LLB, I spent any free time I could aboard ship, completing my Merchant Navy Steering Certificate, Basic Standards of Training, Certification and Watchkeeping for Seafarers (STCW), and logging up sea time during these years.

Immediately upon graduating, I took a full-time seagoing rating post and completed advanced STCWs. During this



▲ Chaynee Hodgetts and student David Greenlees

post, I simultaneously completed my LLM (Res) Masters by Research with Bangor University on crime at sea and criminalisation of seafarers while aboard ship – sometimes even typing up sections on the ship's laptop in between watches or between logging stores orders!

Tell us some of your career highlights so far – and challenges

At sea, both a highlight and challenge combined was making ample use of my Merchant Navy Steering Certificate during my time as a deck rating. At various times I helmed three different vessels, all three lacking autopilot, through the Menai Strait – which runs beside where I now teach at Bangor University.

A challenge on coming ashore was how very different it was; from missing the collective atmosphere of being part of a ship's crew, to how unexpectedly strange it felt to be wearing a dress on the train to work on my first day of lecturing, instead of a boiler suit on a ship's maintenance day.

How can women be made to feel welcome and retained in a career at sea?

Retention of women in seagoing careers is a

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The best thing about my job is being able to change things for the better, and for good – and sometimes, change people's minds in the process

general and challenging question, and one on which the Nautilus Women's Forum has made excellent progress. Ensuring equality of access to career progression and promotion opportunities and raising awareness of statutory provisions on flexible working (and also parental and/or familial leave) can only assist matters, going forward.


What are the best things about your job?

Being able to change things for the better, and for good – and sometimes, change people's minds in the process. In lecturing, it is lovely to see students taking their knowledge, exceeding their own expectations to go beyond what they thought they were capable of, and then taking that out into the workplace to make practical use of their skills and potential.

Would you recommend seafaring as a career?

Although I am ashore now, I would recommend seafaring as a career. More young people should be encouraged to consider seafaring (and the maritime sector in its broadest sense, including safety and coastguard work) as a career path. Crucially, they need to be provided with opportunities to experience aspects of it, in order to see whether it might be for them. Even now I take every opportunity to get back aboard ships and boats.

Tell us one thing that people may not know about your job

On coming ashore, you do not necessarily need to already have a PhD to become a lecturer in many subject areas – an MSc or LLM is often more than enough to get a foot in the door and begin your first steps towards research. Similarly, it is more than possible to retrain as a lawyer as a second career. 

HIDDEN INEQUALITY

HELEN KELLY reports on sex discrimination in the UK and how a Hong Kong ship manager got away with it

Nautilus International has strongly criticised Hong-Kong based employer Wallem

Shipmanagement for refusing to employ a British seafarer for a deck-based job because she was a woman.

Wallem Shipmanagement, which bills itself as an 'equal opportunity employer' and 'a place of diversity, respect and teamwork' admitted direct sex discrimination.

But a legal loophole in the Equalities Act 2010 (Work on Ships and Hovercraft) Regulations 2011, which excludes protection for seafarers working on foreign vessels outside UK waters, meant the firm escaped punishment.

'British seafarers are once again excluded from the same protections of other workers,' Nautilus International director of legal services Charles Boyle said.

'It's all the more shocking because the claimant was in the UK at the

time the blatant discriminatory act took place.'

Direct discrimination

In the case of Walker v Wallem Shipmanagement, the London-based Employment Appeal Tribunal (EAT) ruled on 16 January 2020 that deck officer Sophia Walker was the victim of sex discrimination after she was refused a job interview because she was a woman.

In 2016, a representative of Wallem Shipmanagement, Brian Phipps, who has since been dismissed, approached graduates of Blackpool & the Fylde College (home of the Fleetwood Nautical Campus) for employment opportunities. He interviewed 10 graduates in total including Ms Walker.

After some correspondence between Mr Phipps and a senior tutor at the college regarding employment of the graduates, Mr Phipps emailed saying that Wallem

was 'an equal opportunity company' but that Ms Walker would not be offered a place because of her sex – and suggested she would be better off working on a cruise ship. The tutor forwarded that email to all the candidates including Ms Walker.

Ms Walker complained to the company on 19 July 2016, describing 'deep humiliation' at her treatment and saying she was outraged and disgusted.

She pointed out that her maritime qualifications and experience matched those of the male applicants and demanded a response.

There followed a flurry of internal correspondence within Wallem, in which it sought to limit the damage to its reputation. The tribunal found the overriding concern of Wallem at the time was to protect its reputation and limit the damage →

Image: Getty images/Magnolija

Wallem had not answered direct questions about the ruling and its findings at the time of going to press.

Following Ms Walker's complaint, the Wallem interviews and recruitment process at the college were cancelled.

Head of Fleetwood Nautical Campus Neil Atkinson told Nautilus International that at no point did Wallem attend any careers event on campus (as had been reported) and confirmed that the discrimination by Wallem Shipmanagement was performed in an email exchange.

'As a Maritime UK Women in Maritime Charter pilot company, Fleetwood Nautical Campus is totally committed in its support for female cadets through a variety of initiatives, such as the Fleetwood Female Forum events hosted on campus. Our support is not only into their first role as an officer of the watch but also in their progression through the ranks, both at sea and as they prepare to come ashore, as a number of our female alumni have done,' Mr Atkinson said. 'We now have 40% of female staff in management roles within Fleetwood Nautical Campus.'

Ms Walker was not available for comment at the time of going to press.

Deep misgiving

In the EAT precedent-setting ruling, handed down on 16 January 2020, Mr Justice Kerr, Ms Susan Wilson and Mr Clifford Edwards dismissed Ms Walker's claim of direct sex discrimination with serious misgivings.

Mr Justice Kerr said that the case had been dismissed 'with regret'. He noted that, had it not been for the loophole, the employment tribunal (which heard the case at first instance in May 2018) would have awarded Ms Walker £9,000 in compensation for injury to feelings caused by the discriminatory act.

They found that, while Wallem Shipmanagement's conduct was 'reprehensible', they were powerless

The shocking discrimination suffered by Ms Walker could have been avoided had the UK implemented its EU equality obligations in a more expansive way, Mr Boyle said.

Justice Kerr said the Secretary of State would be wise to revisit the scope of the 2011 Regulations and noted 'he or she is obliged by regulation 6 of the 2011 Regulations to review the impact of regulations 3 to 5 every five years'.

The next review must be done by 31 July 2021 and the conclusions must be published in a report.

A 2016 review of the Regulations, however, remains stalled at the political level.

Political breakdown

A much-delayed meeting was held on 3 December 2015 of the ad hoc group led by the Department for Transport (DfT) to oversee the review of the Regulations applying the Equality Act to UK shipping. Department for Business, Innovation and Skills (BIS), the UK Chamber of Shipping, Nautilus International and RMT Union attended.

At the meeting, the DfT explained that the evidence would need to be scrutinised by the Government's Regulatory Policy Committee, which would then issue a recommendation to the shipping minister. Hence the review group would need to complete its work by Easter 2016.

In January 2018, in response to a parliamentary question from shadow minister for transport Karl Turner, maritime minister Nusrat Ghani said publication of the Post Implementation Review had been delayed whilst the Department for Transport sought further quality evidence from the industry regarding the impact and cost of the Equality Act 2010 (Work on Ships and Hovercraft) Regulations 2011.

In April 2019 Mr Turner again



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Ms Nusrat Ghani MP
Parliamentary Under-Secretary of State (Department for Transport)
Department for Transport
Etc.

6th February 2020

Dear Ms Ghani

The Equality Act 2010 (Work on Ships and Hovercraft) Regulations 2011 (SI 2011/1771 ("the Regulations"))
Walker v Wallem Shipmanagement Ltd (Appeal No. UKEAT/0236/18/LA) (Copy enclosed)

I write to you in connection with the recent sex discrimination ruling of the Employment Appeal Tribunal (EAT) referred to above, of which you may already be aware.

The brief facts are that Hong Kong based Wallem Shipmanagement, in the context of recruiting cadets from Blackpool & Fylde College, sent an email to the college stating that it "... will not offer places for female cadets because we can't offer the appropriate on-board environment ...". Unsurprisingly, Sophia Walker, a female cadet at the college to whom the email was forwarded, complained to Wallem Shipmanagement, and subsequently commenced a sex discrimination claim in the employment tribunal. Although the employment tribunal ruled that she was not protected by the Equality Act 2010 as applied to ships and seafarers by the Regulations, it would, had it jurisdiction over the case, have awarded her £9,000 in compensation for injury to feelings. Ms Walker appealed to the EAT, which upheld the employment tribunal's decision, for the same reasons.

This case is likely to cause considerable concern within the British maritime community, which has recently seen many campaigns and events aimed at promoting the entry of women into seafaring careers. I know you are personally committed to this cause and have done much to champion the role of women in the maritime industry. Women in maritime was also the subject of a meeting at the ILO in February last year. Most seafarers are male, and all sides of the industry have been trying hard to diversify the workforce, to make it inclusive of people from all backgrounds.

Furthermore, the UK is a signatory to the Maritime Labour Convention, 2006, which outlaw's discrimination in employment and occupation.

In summary, the loophole in UK legislation, which denied Ms Walker access to justice, arose as follows. Section 81 of the Act provides that Part 5 (Work) only applies to ships and seafarers as prescribed. The Regulations (introduced by a previous Shipping Minister, Mike Penning) extend Part 5 of the Act to UK ships and EEA ships (but only when the latter are in UK waters). The EAT ruled that, as the relevant job in this case entailed work on a foreign ship outside UK waters, to which the Regulations do not extend the Act, Ms Walker did not enjoy its protection. Her argument, that she should have

Nautilus understands there may be legal restraints, and even policy considerations, which impact on determining the extra-territorial extent of UK employment legislation. For parliament to exclude from the Act seafarers on foreign ships working wholly outside UK waters is one thing. However, it is unacceptable that the Act does not apply to the recruitment of seafarers within the UK, in the circumstances described.

Currently (and we expect even after the current transition period) UK law must comply with Directive 2006/54/EC on equal opportunities and equal treatment of men and women in matters of employment and occupation. However, the EAT has stated that it is doubtful if the Regulations comply and, furthermore, recommends that the next quinquennial review of the Regulations (due by 31 July 2021) considers the "... injustice suffered by the claimant ..." in this case. I am also concerned that the same exclusion could apply in respect of UK-based recruitment agencies in connection with jobs on foreign ships outside UK waters, because all applicants would be subject to the same exclusion as the claimant in the instance case.

I am sure that you will agree that this matter should be one of utmost concern to the government, the maritime industry and all those championing equal opportunities and diversity in the workplace.

Yours sincerely

Mark Dickinson
General Secretary

▲
Letter to former UK shipping minister Nusrat Ghani MP from Nautilus general secretary Mark Dickinson

ruled that the term 'seafarer' (in this context) also includes applicants for work as a seafarer, not just seafarers already in employment.

The appeals tribunal ruled that, in this case, it would strain the language of the relevant parts of the Equality Act and the Regulations for it to afford a 'beneficent policy-driven construction' to avoid the resulting injustice. In stating this, the appeals tribunal recognised that this was the drafting that parliament had chosen.

It was also likely that the 2011 Regulation flouts EU Directive 2006/54/EC (the Equal Treatment Directive) to which the UK is a signatory, the EAT found.

asked the maritime minister for an update. This time Ms Ghani said the review had not been published as it was 'not clear whether the proposed recommendations would need to be reconsidered following our exit from the European Union'.

At that point she said the review was undergoing 'final internal scrutiny before being presented to the Reducing Regulation Committee'.

On 21 January 2020 Ms Ghani told the Blackpool Gazette that draft changes to the law were due to go before Parliament the following month.

The DfT confirmed that the 2010 Equalities Act would be debated 'in the coming months' in terms of its application to the UK National Minimum Wage. A spokesperson said it was likely that discrimination will also be discussed in light of the EAT's ruling.

Closing the loophole

As Wallem is an International Bargaining Forum (IBF) member, the Union has alerted the International Maritime Employers' Council (IMEC) to its behaviour, with a view to ending its discriminatory recruitment practices.


Nautilus will also be studying the implications of this judgement and decide on next steps, Mr Boyle said.

'It is reprehensible that UK law should permit such an act of discrimination, Mr Boyle added.

It is unacceptable that British seafarers are not afforded the same employment protection rights as other workers under UK law.

'Nautilus International is determined to secure fair access to job opportunities for those entering the industry, regardless of their background.

'Any act of discrimination that takes place in the UK should be outlawed.'

Nautilus members can seek advice and further information on discrimination from Union officials via our members-only Facebook groups. 



PROTECT AND RESPECT

The Nautilus guide to recognising and tackling bullying and harassment in the maritime workplace is available to download from the Resources section of www.nautilusint.org



The Nautilus Equality and Diversity Forum launch at the Union's 2019 General Meeting in Rotterdam Image: Alex Groothedde

EQUALITY AND DIVERSITY FORUM

Nautilus International's new Equality and Diversity forum will have its first meeting of the new decade on **Tuesday 21 April 2020**. Keep an eye on page 58 for details.

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

Members who have Facebook accounts can now also join the new Nautilus Women's Group. This Facebook group is for female members of the Union only.


Members of the group will be invited to share stories on relevant issues, discuss the growing impetus to encourage more women into maritime

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

In the future, the Union may also set up women members' and young maritime professionals' WhatsApp groups.

Members can express their interest in joining these chat groups by emailing Debbie Cavaldoro at dcavaldoro@nautilusint.org.

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

Please contact Rachel Lynch by emailing women@nautilusint.org. 

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Eily Keary working at Teddington's National Test Tank helping design a destroyer that could do 39 knots. Sir Alfred Yarrow, the honorary vicepresident of what was then known as INA, saw her achievement as 'a very fine recommendation in favour of the ladies joining.'
Image: courtesy of Peter Smith-Keary

ANOTHER WORLD OF MARITIME WOMEN

While talented women have been making waves in seagoing jobs, there's a shore-based maritime sector where female professionals have been contributing their skills and expertise for a surprisingly long time. **DR JO STANLEY** looks at a new book celebrating a century of women in naval architecture

You may not have stopped to think that the ship you are working on could have been designed by a woman, unless she happened to be there during your sea trials. And does the designer's gender matter anyway? The point is surely just that your vessel does its job?

But if some of the finest potential naval architects are put off from entering the profession because their gender makes them unwelcome, then we all lose out, and that's why it matters.

I've researched female marine engineers of the 1970s. And the parallels

with the naval architecture world are striking. In both cases determined women with STEM skills (science, technology, engineering and mathematics) made their way into a male-dominated profession.

Safety gear produced in sizes that didn't recognise women's dimensions was a telling problem. So was the absence of toilets women could use. Bigger issues were discriminatory behaviour by colleagues, colleges and employers.

Yet both female engineers and female naval architects have been working in the industry for longer than you might think. The Royal Institution of Naval Architects

(RINA) recently produced a special history called *Women in the Institution 1919-2019* to mark the centenary of the meeting when it was agreed that female professionals could be admitted as members.

Available free online, the book is an anthology of 41 brief biographies of female RINA members, dating back to the time before the Institution became 'Royal' and was simply known as INA. Fascinating stories of skill and determination make these pages a rich history of the industry that deserves a wider audience.

The early days

In the 1890s, women with STEM skills were beginning to work in the naval architecture profession, but being admitted to the INA 'club' was a step too far at this time.

In 1910, Rachael Parsons, who came from a well-known engineering family, was one of the first women to study for a degree in mechanical sciences, along with Eily Keary in 1912.

After the Sex Disqualification (Removal) Act of 1919 was passed, INA was required to admit women. Eily Keary, Rachael Parsons and Blanche Thornycroft – who was also from a prestigious engineering family – were the first women to be elected as Associates of the Institution. Keary became the first woman to be appointed Associate Member in 1923; and RINA's first female full Member in 1973. She was also the first married woman and first mother to join the Institution.

Gradual progress

There's a general gap in knowledge of women in the industry from the late 1920s. But absence of evidence is not evidence of absence. Susan Denham-Christie designed ships in the 1930s and 40s for the yard that was later Swan Hunter.

In the 1950s, more women began taking relevant degrees and joining RINA. And although they were not really high-profile enough to act as role models, the name of one – Marion Scatcherd – was at least vaguely familiar to Jane Westmore when she started out in 1973. The first woman on the RINA Council was P.A.M. Fleetwood in 1978.

Throughout the 20th century, women in authority could readily be disliked as 'bossy ladies'. Women in male-dominated industries felt they had to calibrate their behaviours, as well as develop a thick skin and be very determined.

Catherine Ingram said she had found 'social challenges of being "the odd one out" that can lead to conflict over where you "belong" and a feeling that colleagues just don't understand how the work environment seems to you'

She faced 'the assumption that you would never want to go for a beer, and that you are the office secretary' and the idea that no matter how senior the woman is, she will not only minute the meeting but sort the lunch.

Elena Nye said: 'Sure, most of these men do not consciously mean harm; however, their behaviour is often undermining and can make a difficult

job more challenging with another dimension to manage.'


Ros Downs in the 1980s decided 'it was best to ignore it and get on, rather than pull men up on it'. And when a crew member told Michelle Jeffery on sea trials that a ship was no place for a woman, she 'calmly responded ... by stating that my gender made no difference to my ability to do my job. I was just as qualified and capable as my male colleagues.'

But even as late as the 1990s, Maria Gabaraini found that 'someone always emphasised I was a nice engineer rather than a fine naval architect'.

Now and in the future

It's getting better. Campaigners everywhere use the maxim: 'You need to see it to be it'. They point out that positive role models can help marginalised people access what were once unthinkable careers. RINA member Gillian Gray, a STEM ambassador, agrees that models and mentors help.

Relative newcomer Victoria Conway is one of the 26 women working on Type 26 Global Combat support for BAE Systems today. Victoria attributes her success 'to having such a strong female lead within the team, who constantly challenges my abilities [and] pushes me to flourish'. The strong female lead she is referring to is fellow RINA member Jane Westmore, so it looks like the idea of models and mentors is starting to make a real difference.

Catherine Ingram knows the industry well and is 'excited to see changes in corporate culture as we move away from simply striving for equality in pay etc. to fostering an environment where there is true equity for all. I have been told on several occasions in my career that gender is not an issue. My hope is that in another 100 years this will be unequivocally true and that the initiatives required today will seem ridiculous.' 

Women in the Institution 1919-2019

is available free of charge at:

tinyurl.com/RINA-women-100 (PDF document)

tinyurl.com/RINA-women-100-ePub (ePub file)

JANE WESTMORE

Today a naval architect with BAE Systems, Jane Westmore began an apprenticeship as ship's draughtsman in the 1970s – the decade when equalities legislation began levelling the playing field.

Jane was helped by her abilities, her confidence, her Royal Navy dad's belief in her, and a great mentor.

And she found that older men's protectiveness sometimes meant that being a young female newcomer was an asset.

'During my apprenticeship at Vickers Shipbuilding and Engineering in Barrow, I did six months on the shop floor ... One foreman got his wife to crochet me a woollen hat because I got an awful headache the day we lowered the floating dock. Another tried

to keep my health up with fruit. 'I got to participate and do things far more on the shop floor than the boys did; the lads generally were just told to make the teas!' But also 'I worked really hard. I made sure I was the best and got the highest marks.'

Later in the 1970s, Jane got a summer job working for Vosper Thornycroft. It was 50 years after Blanche Thornycroft had been working in the family firm. And no, Blanche wasn't a role model for girls like Jane; she wasn't even mentioned.

Employers often worried that women would go off and have babies. Jane's long career was helped by a male colleague from Scott Lithgow who 'put in a good word for me. That, I think, overcame a little doubt about employing a woman.'



RINA member Jane Westmore

ROS DOWNS

In the 1980s, when naval architect Ros Downs was working as a production manager at what is now BAE Systems, she was told it was probably the first time since the Second World War that a female had shown an interest in taking up a management post in this environment. However, women who'd worked on armaments there in the war were still valued, and there is a blue plaque on the building.

Later, her company asked her to lead a team looking into how to include more women. The team suggested enabling part-time working, job sharing and flexible working – 'some of which were initiated,' Ros says wryly.

Ros went on to a successful career in project management, and has been on key RINA committees since the 1980s, usually as the only woman. Now retired, she still does professional review interviews for entry into full membership and chartered engineer status, and she often goes onboard ships as a welfare visitor for the Mission to Seafarers.

Naval architect Ros Downs is now a volunteer ship visitor for the Mission to Seafarers, often taking copies of the Nautilus Telegraph onboard with her Image: Mark Lawson-Jones



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'When I was on sea trials and they said a ship was no place for a woman, I calmly responded by stating that my gender made no difference to my ability to do my job.'

Michelle Jeffery

GILLIAN GRAY

Gillian Gray grew up sailing and began her career in 1996. One of two women undergraduates in a class of 35 at Strathclyde University, she remembers: 'It was a standard joke that we would be painting all the boats pink.'

'I am now contemplating marketing my designs with paintwork in, you guessed it, pink. This is because I see my minority gender as a benefit, not a hindrance.'

Early on, she says, 'I felt the need to act laddish. But now I am confident enough in myself and my

abilities to present myself more honestly.'

Tucked away in rural North Devon, Gillian, a freelancer, benefits from the RINA web directory which helps clients find her. One client chose her because he thought she must be good to have stuck at it despite the difficulties he perceived that a woman would have in the industry.

Gillian Gray on the bridge of the high-speed ferry Dublin Swift while carrying out the statutory five-year weight check in 2018





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THE FUTURE OF FORECASTS

We all like a good moan about the weather. But seafarers have more reason than most to have concerns about the impact of climate change, and those worries are now being heard at the highest levels. **Andrew Linington** reports



The International Maritime Organization (IMO) and the World Meteorological Organization (WMO) have recently launched a joint initiative to examine the threat posed by increasingly extreme weather conditions at sea and to improve the quality of forecasts provided to ships.

Marine insurance statistics show that weather is the cause of some 30% of all ship losses. A vessel operating in winds of Beaufort 8 or greater for more than 1.5% of the time will have a 31% greater chance of a 'Particular Average' insurance claim, excluding machinery claims, and a 29% extra chance of a crew injury claim.

Bad weather not only increases the risk of seafarers having accidents, but also has a significant impact on crew fatigue. It can cause fuel issues and raises long-term concerns over ship design and maintenance.

The insurers' figures also show that the proportion of accidents linked to weather has increased steadily over the past 15 years, with incidents including hull damage, cargo and machinery damage, containers lost overboard, water

damage and leaking hatches, loss of vessel stability and parametric rolling – the latter most recently highlighted in a UK Marine Investigation Branch (MAIB) report on the collapse of three container bays and loss of 137 containers from the CMA CGM G.Washington during heavy weather in the Pacific in January 2018.

Good data on wave heights is hard to find, but the evidence broadly suggests that wave energy is growing and increases in wind speeds and wave heights are evident in localised areas of the ocean in the high latitudes of both hemispheres.

At the same time, the 'super-sizing' of many ship types has increased their exposure to the effects of wind. A 30 knot wind against the 16,000 sq m of a large containership is equivalent to more than 300 tonnes of bollard pull, or more than 200 tonnes at 35 knots for a large cruiseship where conventional thrusters can only handle up to 150 tonnes.

Nautilus member and passengership master Captain Nick Nash says he has witnessed the results of climate change during the past couple of decades. 'I have

▲ The crew of the US-flagged tanker *Overseas Chicago* took this picture after their vessel was struck by a 60ft wave in the Gulf of Alaska
Image: NOAA



▲ Captain Nick Nash MNM, Nautilus member and passengership master
Image: Nautical Institute

noticed that winds are generally increasing,' he told the Telegraph. 'The average daytime wind in the Caribbean, for example, has increased from 20 knots to 25 knots over the last 20 years that I have been sailing there. Hurricane frequency seems to be up – but that may be due to better forecasting.

'Looking at England, winter storms and severity have increased,' he noted. 'It would be interesting to see what effect this increased bad weather has had on the Channel ferries in and out of Dover.'

Capt Nash told the recent IMO/WMO conference on climate change that large-sided vessels such as cruiseships, ferries and containerships are particularly exposed to the effects of side winds when manoeuvring in port. 'A 5 knot increase may not be much for a forecaster, but it is very significant for us,' he pointed out.

'We need accurate real-time wind

information from inside the port and critical areas in the approach channel to enable “go/no-go” decisions to be made in ample time,’ he added.

‘Accurate 10m and, say, 60m forecasts are also needed – some shipping companies do supply these (Princess for one) and they assist greatly,’ Capt Nash pointed out. ‘Local port forecasts by a local meteorologist (not using a model) are also very helpful.’

Changing climate effects are causing particular concern to pilots and port authorities, with the World Association for Waterborne Transport Infrastructure (PIANC) leading a nine-member project that is examining ways for ports and harbours to strengthen resilience and mitigate the effects of more extreme conditions.

Nick Cutmore, secretary-general of the International Maritime Pilots’ Association, told PIANC’s first Navigating a Changing Climate conference about the challenges of piloting increasingly larger ships at a time of rising sea levels, storm surges, rainfall and river flows (both increasing and decreasing) and fog. ‘Working with nature that is always changing, sometimes very suddenly, requires understanding, learning and respect for the environment – including weather and climate,’ he pointed out.

Partly in response to climate change, more and more ships are now operating in polar regions, raising particular concerns about the challenges of gaining accurate ice information. The International Ice Charting Working Group (IICWG) recently surveyed seafarers about their satisfaction with ice information and their needs in a fast-changing polar environment.

The need for more reliable

Met-ocean service providers are being asked to forecast the impacts of the weather on shipping – moving from explaining what the weather will be to what it will actually do



▲ The dangers of parametric rolling in severe conditions has recently been highlighted in a UK Marine Investigation Branch (MAIB) report on the collapse of three container bays and loss of 137 containers from the CMA CGM G. Washington Image: MAIB



forecasts was repeatedly stressed during the IMO/WMO symposium. ‘There’s a need for a greater understanding and awareness of the benefits that met-ocean data can provide to the mariner on a day-to-day basis,’ Nick Cutmore noted. ‘Similarly, the met-ocean community needs greater awareness of the kinds of decisions that mariners must make.’

Experts say that met-ocean forecasting technologies are advancing rapidly, providing greater accuracy and more timely warnings. ‘We must apply the gains we’ve made in science, observing, computing, and communications to bring relevant 21st century services to the maritime community,’ said symposium chair Tom Cuff of the US National Oceanic and Atmospheric Administration.

However, the meeting was reminded of the shocking loss of the US-flagged containership El Faro when it sailed into the path of a category 3 hurricane in October 2015. Investigations revealed the vessel was relying on non-current weather information, and this resulted in the launch of a task force to investigate the impact of extreme weather events on shipping.

The task force called for improvements in weather information and seafarer training (including a review of deck officer training to determine if extreme storm response sections should be modified or enhanced), as well as better definition of the terms ‘heavy weather’ and ‘extreme’ weather. It proposed further work to develop standards for ECDIS weather overlays to modernise the dissemination of critical weather information direct to ships’ navigation systems.

Met-ocean service providers are also being asked to look at ways of adapting their forecasts to give a better definition of the impacts of the weather on shipping – moving from the approach



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The paucity of weather data from ships at sea means that marine forecasters have to rely heavily on remotely sensed data from satellites. But ice is not always detectable by satellite

of explaining what the weather will be to what the weather will actually do. This could include refined information about the impacts of weather on port infrastructure and vessels at berth, and accessible real time information from ports and harbours before vessels approach them.

The US report also stressed the importance of increasing the number and quality of weather observation reports from ships – something that the IMO and WMO are seeking to focus on. Former International Chamber of Shipping secretary-general Peter Hinchliffe warned that a ‘shockingly small’ number of ships provide met data.

The SOLAS Convention encourages companies and mariners to report weather observations at sea, providing vital information about such things as atmospheric pressure, wind speed and direction, waves and swell, sea ice, and fog.

Emma Steventon of the UK Met Office said such reports give forecasters vital real-time feedback on ocean weather conditions which can help to improve the quality of forecasts and warnings issued, as well as providing essential information for ship routing and search and rescue services, and important data to help climate change research.

However, comparisons between AIS plots of vessels against real time shipboard weather reports indicate that

▲ The containership Ever Unison enters the French port of Le Havre in stormy conditions. Pilots and harbour authorities are increasingly concerned about the risks of wind effects on large containerships and passenger vessels
Image: Eric Hourii

few ships participate in providing observations for use by national meteorological services. The WMO’s voluntary observation scheme, consisting of 29 countries, recently reported that just 15% of commercial vessels actively participate in the programme.

For marine forecasters, the paucity of accurate information from ships at sea means that they have to rely heavily on remotely sensed data from geostationary and low earth orbiting satellites. This presents some serious limitations – for example, ice is not always detectable by satellite.


Improving the supply of quality data on the reality of at-sea conditions will also help to enhance the safety of ship design, with accurate information about wave patterns and significant wave heights being crucial to the development of classification society calculations for wave bending moments and acceptable pressures on deck plates and hatch covers, for instance.

Authorities are looking at ways in which more ships can be encouraged to take part in observation reporting schemes. They want to ensure that seafarers fully appreciate the impact and value of shipboard observations in improving the quality and

accuracy of met-ocean forecasts – as well as helping to monitor the wider climate and ocean health at a time of growing environmental sensitivities.

There are even suggestions that the data collection gap could be bridged by amending the SOLAS Convention to introduce regulations that would require ships to collect and share observations. Alternatively, it has also been argued that flag states should ensure that a set percentage of their fleets should regularly report observations, or that authorities should make more use of AIS data to enhance situational awareness about weather avoidance practices by ships and to give forecasters the ability to better understand the impacts of heavy and extreme weather on marine operations.

Capt Nash said that there are some good, free, websites – such as Windfinder, AccuWeather and Windy – to provide additional information for ships. However, he stressed, there is a need for official accreditation by the WMO to indicate the accuracy and reliability of such services.

He added: ‘I love this quote: “The trouble with weather forecasting is that its right too often for us to ignore it, but wrong too often for us to rely on it!”’ 



ART ATTACK

Unwitting superyacht crew could be risking legal and financial hardships by mishandling priceless artefacts onboard for super-rich owners. **ANDREW DRAPER** lifts the lid on a hidden floating world of fine art which could soon see crew charged with smuggling under far-reaching new EU rules

Crews working on superyachts are often left exposed and vulnerable to the consequences of not knowing how to handle and care for high-value art. Stories abound of heavy-handed cleaning which results in accidents such as chipped precious crystal, popping champagne corks flying through the canvas of valuable paintings, and chemical cleaning agents stripping gilded masterpiece picture frames.

So, whose fault is it when this happens, and whose responsibility is it for training to make sure it doesn't? These are difficult questions to answer when the artwork – which is sometimes worth more than the vessel itself – is shrouded in secrecy.

Should captains and crews be trained in art appreciation or do they generally regard it all as a bit of a nuisance? (The answer to the last question is usually 'yes'.)

There are several issues concerning the carriage of fine art in international waters. They range from factors which cause deterioration of materials, to conservation and repair, legal contracts in build and refit, tax liability, customs seizure, shipping, security and training.

Pandora Mather-Lees of Pandora Art Services is a consultant advising on specialist art care and says there's a real lack of knowledge about how to manage fine art onboard.

'The typical scenario is where the owner wants to ship artwork onto a yacht,' she says. 'Then there's responsibility for the crew to be onboarding these specialist pieces which can include valuable design objects. The owner might have a shipping company to handle installation, but undoubtedly there are a lot of risks.'

'The biggest risk is moving the art. There's a lot of accidental

▲ Many luxury yachts have precious artworks on their walls
Image: Getty Images/akarelias

damage. When art is moved around it is vulnerable – it gets dropped or inadvertently ruined because people just don't know what it is.'

A Christo and Jean-Claude painting was unwrapped by the captain when it arrived on a vessel, not realising that the brown paper and string were an integral part of the art. No-one had told him until the owner stared horrified at her investment. Christo artworks are valued in the millions.

An Andy Warhol Brillo Pad sculpture was left in a wheelie bin on the deck because someone thought they were, well, Brillo pads, when in fact they are an important part of the pop artist's oeuvre – one such sculpture sold in 2010 for \$3,050,500.

The value of this artwork was intrinsically linked to its condition. Similar sculptures in lesser condition have sold only for tens of thousands of dollars, showing how critical it is to care for the only

appreciating asset onboard a yacht.

Stewards are often told to clean artwork as part of their duties. But cleaning a valuable artwork incorrectly can be worse than not cleaning it at all. Moving it to dust and polish a table can lead to chips or cracks, and anyone who thinks throwing cushions around while they're cleaning – at the risk of knocking over an art piece – should think again. An innocuous looking lamp costing €90,000 was ruined by a crew member's flying cushion.

The dishwasher is another 'no-no'. A damaged €100,000 crystal sculpture, typical of those sold by Artsio Gallery to yacht owners, can cost €20,000 for repair to a scratched surface by specialists.

Ms Mather-Lees says: 'Often, the more junior the crew, the more likely they are to make mistakes. They have no experience or training.'

A Picasso can be valued at \$50m, a Fontana at \$40m. Very little public data exists on how much valuable art is, literally, floating about, but Ms Mather-Lees estimates it at over \$4bn.

'Let's say there were over 4,000 yachts over 40m in 2018. If each one had a few significant artefacts onboard, which could easily tot up to \$1m per vessel with just two paintings, then you're talking about a figure that is going to make the insurance companies flinch. Some are floating art galleries.'

Passing the buck

So, whose responsibility is it – or should it be – to ensure awareness and training? 'It should be the responsibility of the yacht management company, captain and yard,' Ms Mather-Lees says. 'The yard should be ensuring all crew are trained in all aspects of compliance onboard, not just health and safety.'

The first ever symposium on this, the Protection of Art at Sea Symposium, was held at the National Maritime Museum in London in May 2018. It concluded:

- To reduce risk, superyachts should appoint an external art management expert to work with a dedicated member of senior crew, trained in aspects of art onboard
- Responsibility should be assigned for integrating art collections management into vessel standard operating procedures
- This includes records and paperwork pertaining to possessions, overseeing cleaning, record-keeping, conservation, preservation and logistics. The responsibility for art and design needs to start with design and build to ensure safe onboarding and management during sea trials and maiden voyage. Art handlers must be aware in good time of travel arrangements to advise the necessary parties and support the captain with supporting documentation and logistics planning
- Care needs to be taken during newbuilding, sea trials, refits, crew turnover, annual compliance checks, change of domicile or tax status of owner or owning structure, interior design changes or new objects arriving onboard

Ms Mather-Lees has developed a course to fill the gap: 'The course I teach allows the inclusion of art appreciation, so people know something about the art world, their owner as art collector and what they are handing daily.'

She estimates there are 202 billionaires in the world who are yacht owners and who call themselves art collectors. It's a substantial market of art at sea, most of which is shrouded in the deepest secrecy and non-disclosure agreements. This is arguably necessary to protect the works, but then has the flipside that things more easily get lost, stolen or damaged.

Training in art appreciation for yacht crews may also equip people for an art-based career ashore should they ever want to move out of shipping.


Caught out by a crackdown

Not only do crews need to learn about art appreciation, they need to know the law too. EU Regulation 2019/880 on the introduction and the import of cultural goods is expected to come into force in the next two years. It will place restrictions on the passage of artwork across borders and is designed to prevent the smuggling of antiquities.

The regulation will apply to all cultural objects. 'I have absolutely no doubt that customs officers will use this in the next couple of years as a pretext to board a vessel,' says Ms Mather-Lees. If art owners and captains do not follow the regulation carefully, they may be regarded as smugglers and land in very hot water indeed.

What should crew members do when something does go wrong? The advice is that prevention is better than cure. However, should it happen, crew must check their insurance cover and call a specialist before touching anything. If there is a legal risk, they should call their lawyer – and their Union, if they are Nautilus members.

In addition to yacht management, yards and industry training companies, Ms Mather-Lees is aiming to reach yacht crews directly to help them train up – something some stewards and stewardesses choose to do and pay for themselves to improve their chances of getting work.

Yacht owners sometimes ask a crew member to buy a piece of art, and hand over a credit card. What should they do and how do they go about it? What not to do is also important – like getting drunk and announcing to a bar that the yacht you work on has a Picasso onboard. Contracts often contain non-disclosure agreements (NDAs), the content of which by their nature little is known about. 

Nautilus members who have encountered any of the issues described in this article can contact the Union for advice and support. If you are not yet a member, join now at www.nautilusint.org.

Imagining a maritime artistic collaboration

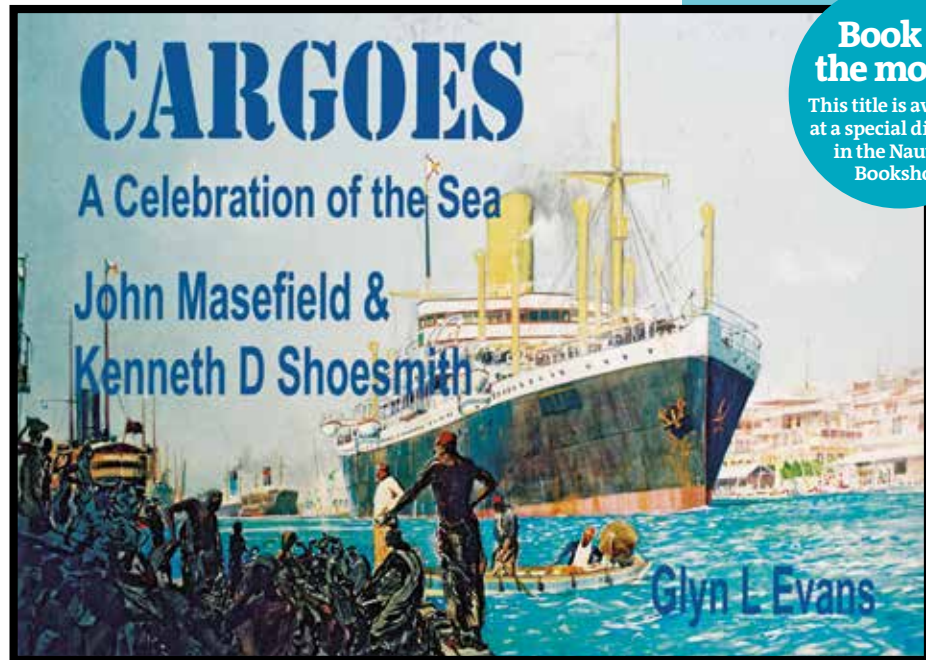
Cargoes: a Celebration of the Sea
Compiled and edited by
Glyn L Evans
Saron Publishers, £30.00
ISBN: 978 19132 97015

Poet Laureate John Masefield and maritime artist Kenneth D Shoesmith were both active in the early 20th century, and both had trained as merchant seafarers at the nautical school TS Conway, so it is perhaps surprising that the two did not collaborate more during their lifetimes.

Although not at school at the same time, they would have known each other through membership of the Seven Seas Club, a gentlemen's club for men who had served at sea, and Shoesmith was commissioned to illustrate some of Masefield's book covers. But modern-day editor Glyn L Evans wondered what greater heights would have been achieved if the poet and artist had truly worked together on an artistic endeavour that would place their maritime works side by side – complementing each other and drawing out new insights.

Evans realised that he could create something like this himself, and the result is **Cargoes**, a compilation of words and pictures with a foreword from Captain Richard Woodman, the maritime novelist and historian who is a Younger Brother of Trinity House.

Woodman remarks on how



Book of the month

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

Masefield and Shoesmith's seafaring experience lends their work understanding and integrity. 'Their individual contemplation of the maritime scene of their day is thoroughly sound,' he says, 'even though today it has about it the tristesse of nostalgia. All this, this book tells us, is something we have lost.'

So how does the book work? Perhaps the best way to explain this is to show an extract, in which Masefield's poem *Cargoes* compares the exotic goods transported in the past with the more prosaic cargoes of his time. A picture of Shoesmith's illustrates the 'Dirty British coaster'.

Cargoes

*Quinquireme of Nineveh
from distant Ophir
Rowing home to haven*

*in sunny Palestine,
With a cargo of ivory,
And apes and peacocks,
Sandalwood, cedarwood
and sweet white wine.*

*Stately Spanish galleon
coming from the Isthmus,
Dipping through the Tropics
by the palm-green shores,
With a cargo of diamonds,
Emeralds, amethysts,*

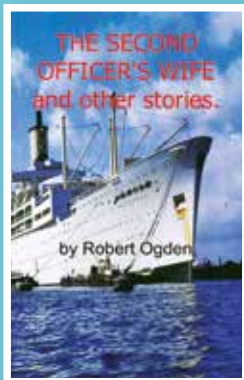


*Topazes, and cinnamon, and
gold moldores.
Dirty British coaster with a
salt-caked smoke stack
Butting through the Channel
in the mad March days,
With a cargo of Tyne coal,
Road-rail, pig-lead,
Firewood, iron-ware,
and cheap tin trays.*

Attractively presented on glossy paper with a spacious layout, the book offers short biographies of Masefield and Shoesmith at the end, as well as notes from the editor on how the collection was compiled. It's clearly been a labour of love for Evans, and as Richard Woodman says, he succeeds in shining a new light on two British creative talents who have somewhat faded from view in our time. 🌟

Thrilling nautical stories from a seasoned seafarer

Retired Nautilus member Robert Ogden had what he describes as 'a mixed career' at sea, followed by globe-trotting work in the offshore industry, and he has used his experience to write the books that he had failed to produce whilst serving as a seafarer.




The Second Officer's Wife is a collection of short (and not-so short) stories sits alongside a full-length novel, **Anwei's Diamond**, a thriller that

ranges from Cameroon to the Congo and South Africa, by way of the sea. This book weaves themes of racism, exploitation and transnational crime into its rags-to-riches yarn about an alchemist-like quest to create the world's biggest diamond from illegally mined minerals.

The short stories open with the titular tale *The Second Officer's Wife* – a story of lust and duplicity, set in the halcyon days of mid-60s shipping. It packs in a series of plot twists and turns and the lives of the central characters intersect and unravel. Life and death at sea are well described, although some of the characters suffer from stereotyping (such as the Scottish master who likes a drop, the eccentric radio officer, and the surly Scouse chief engineer).

The other stories in the collection include a second, brief, maritime tale of

piracy that ties in with the narrative of **Anwei's Diamond**, and three non-nautical stories with a diverse mix of subject matter. 

The Second Officer's Wife and Other Stories

By Robert Ogden
Paperback, £6.99
(available in the Nautilus Bookshop)
ISBN: 978 17887 67958

Anwei's Diamond
By Robert Ogden
Paperback, £9.99
(available in the Nautilus Bookshop)
ISBN: 978 10904 17398

Both titles are available as e-books on Amazon Kindle

History of a much loved lighthouse

Located on the most north-easterly point in Scotland, Kinnaird Head Lighthouse has a very special place in the history




of the country's navigational aids. As author Michael Strachan notes in his introduction, its story is inherently tied to that of the Northern Lighthouse Board (NLB), as well as the Stevenson dynasty, and encompasses

the many operational and technological changes that have taken place since its light was first switched on in 1787.

The story is well told in this nicely-produced book, which includes more than 100 excellent illustrations. The only


lighthouse in the world to have been built on top of a castle, Kinnaird Head was the NLB's first in Scotland – scuppering the castle owner's plans to open a private lighthouse funded through an early form of tonnage tax.

The author explains the mechanics of lighthouse (and foghorn) operations with admirable clarity, and he also has a welcome focus on the working lives of the lighthouse keepers. There are some interesting sections covering such things as the NLB's service vessels, the introduction of wireless transmissions (Kinnaird Head was chosen as the site for the Board's first radio beacon), and the arrival of automation in 1991. Written with a deep sense of affection for the lighthouse and those who kept it working for more than 200 years, the book concludes by describing its current role as an integral part of the Museum of Scottish Lighthouses, attracting some 30,000 visitors every year. 

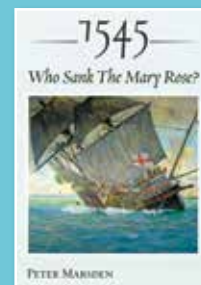
Kinnaird Head Lighthouse: An Illustrated History

By Michael Strachan
Amberley, £14.99
ISBN: 978 14456 82518

February correction

In the print edition of last month's Telegraph, the wrong details were given for **Who Sank the Mary Rose?** The correct information is below. 

Who Sank The Mary Rose?
By Peter Marsden
Seaforth Publishing, £30 ISBN: 978 15267 49352



NAUTILUS BOOKSHOP

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

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

SHIPS OF THE PAST

By Andrew Linington

L

Launched in June 1963, the Blue Funnel passenger-cargo vessel Centaur had unusual looks that reflected some of the demands of the service it was specially designed to operate on.

Built by John Brown & Co of Clydebank, at a cost of £2.5m, Centaur was designed to carry up to 200 passengers, 5,000 animals, and liquid, refrigerated and general cargoes on a regular service between Fremantle, Western Australia, and Singapore.

The flat bottom structure of the 8,262grt ship was designed to withstand the stresses of the vessel being aground while loading cattle every three weeks at the ports of Broome and Derby, which both had tidal ranges of up to 25ft.

The first ship to be designed for Blue Funnel by the renowned naval architect Marshall Meek, Centaur had been ordered as a replacement for the two elderly ships, Gorgon and Charon, and made its maiden voyage from Liverpool on 20 January 1964, arriving at Sydney on 23 February. Before entering into service on the regular run, Centaur spent a few months on charter to the Australian Chambers of Trade, visiting Asian ports to promote Australian products.

Of 480ft 9in loa, Centaur was powered by two turbocharged Burmeister & Wain engines, of the Poppet valve design. Each engine had 11 cylinders, producing a total output of 16,500bhp at 180rpm, and the ship had a service speed of 20 knots.

Centaur was considered an expensive ship, but quickly proved very popular with passengers. There was accommodation for up to 196 people, and a crew of 98.

The ship was fitted with adjustable spaces for carrying up

to 4,500 sheep in two tiers of pens or 700 cattle in a single tier of pens. The pen arrangements could be quickly changed by stowing the aluminium platforms on which the upper tier of sheep stood under the beams of the deck above. The vessel featured a ventilation system taking air into the livestock spaces from two masts forward of the bridge and discharging foul air through the funnel.

Some 40 dairy cows were regularly carried as cargo from Australia to Malaya and they were milked twice daily by the Asian deck crew, providing fresh milk and butter for passengers and crew.

Originally owned by Ocean Transport & Trading Company (Alfred Holt & Co), Liverpool, Centaur was transferred to the Alfred Holt subsidiary, China Mutual Steam Navigation, and re-registered to Singapore in 1973. In 1978, the ship was switched from Eastern Fleets to Blue Funnel (SE Asia).

During the 1970s, passenger numbers began to drop as a result of increasing air travel, and in 1979 Centaur was switched to a new service, running between Fremantle and Hong Kong via Manila and Singapore. In September 1982 the ship left Fremantle for the last time, having carried more than 73,000

passengers, 1.1m sheep and 17,700 cattle in its career.

In the following year Centaur was chartered to the St Helena Shipping Company to replace RMS St Helena, which had been requisitioned by the UK government for the Falklands task force.

High operating costs meant Centaur was not chosen to operate the St Helena service on a long-term basis, and after a period in lay-up the ship was sold to a Chinese company, renamed Hai Long, and deployed on a service between Shanghai and Hong Kong. Renamed Hai Da in 1986, the ship remained in service until going for demolition at Guangdong, China, in 2006. 

Dairy cows were regularly carried on Centaur and milked to provide fresh milk and butter for passengers and crew

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



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

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

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

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

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



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JAN LAUREY WINT EERSTE MAANDPRIJS NAUTILUS LEDENWERFACTIE

NAUTILUS/FNV WATERBOUW LEDEN WERVEN NIEUWE LEDEN

Nautilus lid Jan Laurey, HWTK bij John T. Essberger, heeft de eerste maandprijs gewonnen van de Nautilus ledenwerfactie. Hij meldde in de maand januari een collega aan 'die al een tijdje liep te twifelen of hij ook lid wilde worden van de vakbond'. 'Hoe dat precies in zijn werk ging? Nou, december vorig jaar hebben we een nieuwe cao afgesloten. Voor mij altijd een mooi moment om te proberen collega's die nog geen lid zijn van Nautilus te stimuleren ook lid te worden', aldus de blij verraste prijswinnaar. 'Dit keer heb ik er nog eens een keer goed over doorgepraat met mijn collega. En zelf vond hij het nu toch ook wel tijd om lid te worden. Vooral ook mijn argument 'de bond is zo sterk als zijn leden', sprak hem wel aan. Ik probeer overigens altijd al om collega's die geen lid zijn, lid te maken. Want hoe meer leden, hoe meer we ook een stevige vuist kunnen maken naar de werkgevers. Zelf ga ik over een paar maanden met pensioen. Maar ook dan blijf ik gewoon lid, want voor ons pensioen hebben we allemaal geknokt en moeten we ook met elkaar voor blijven knokken. Dat geldt zowel voor jong als voor oud..!'

Brunchen op de Euromast

Of ik al een keus heb gemaakt uit de te winnen prijzen? Jazeker, ik ga voor de Euromast brunch; dan kan ik gezellig met mijn vrouw samen gaan genieten. Ook kans maken op een mooie prijs? Geef dan, voor 15 april a.s., een collega aan boord op als nieuw Nautilus lid. Wie weet win jij dan de 'maandprijs maart'.

Hoe meer leden, hoe sterker we staan

Hoe meer leden, hoe sterker we staan als maritieme



Jan Laurey

vakbond. Daarom is Nautilus/FNV Waterbouw 15 januari jongstleden de Nautilus/FNV Waterbouw ledenwerfactie gestart. De actie loopt tot 15 april a.s. Doe ook mee als lid en maak bovendien kans op het winnen van mooie en leuke prijzen. Maandelijks reiken we een prijs uit voor de 'meest opvallende

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

Vraag de zipcardfolder op

Het zou mooi zijn als we dat als Nautilus leden voor elkaar krijgen met elkaar. Om onze leden te ondersteunen met argumenten waarom een collega dat nog geen lid is ook lid zou moeten worden, heeft Nautilus een speciale Zipcard folder ontwikkeld. Heeft u deze nog niet? Vraag 'm even aan via: infonl@nautilusint.nl

Schrijf je collega in als lid van Nautilus!

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

Voor goede loon- en arbeidsvoorwaarden, kansen op werkgelegenheid en vele andere zaken die we nu als 'normaal' beschouwen, is in het verleden hard geknokt door vakbondsleden (jouw voorgangers en huidige collega's!). Maar wat je hebt, kun je kwijttraken. Werkgevers hebben immers vaak een ander belang dan jij. Zonder het tegenwicht van vakbondsleden, verenigd in Nautilus International/FNV Waterbouw, kunnen al die verworven rechten worden wegbezuinigd en is er een groeiend risico dat zelfs jouw baan wordt weggegeven aan een

Hondius, Svalbard
Franklin Braeckman

Ortelius at Torellneset,
Spitsbergen
Christophe Gouraud

Antarctica Plancius
Mike Louagie

Rembrandt Van Rijn
Georges Samaha

goedkopere collega. Daarom is het belangrijk onze groep zo groot mogelijk te houden: Maak een collega lid, samen staan we nog sterker!

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

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

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

Deze prijzen kunt u winnen:

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Kleine prijzen = Waardebon van 25 euro of keuze uit:

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

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

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

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

Aanmeldingsformulieren nodig?

Mail even naar E: infol@nautilusint.org 

Veel succes!



ARBEIDSVORWAARDEN

Nieuwe cao voor Oceanwide Marine Services

Oceanwide Marine Services verzorgt het management en de operationele gang van zaken aan boord van een viertal passagiersschepen: het MV Plancius, MV Ortelius, MV Hondius en SV Rembrandt van Rijn. De passagiersschepen doen met name expedities naar de poolgebieden. De rederij werd in 1991 opgericht en heeft afgelopen jaren haar activiteiten uitgebreid. Het varen in de poolgebieden vraagt aanvullende competenties en certificering van de bemanning.

Onder Nederlandse vlag

Nautilus bestuurder Marcel van Dam: 'Tot voor kort had Nautilus een ITF agreement met Oceanwide voor de passagiersschepen die voeren onder buitenlandse vlag. Inmiddels varen alle schepen, met uitzondering van de Rembrandt van Rijn, onder Nederlandse vlag. Oceanwide wilde tevens graag alle schepen onder een cao brengen. In overleg met de rederij zijn nu drie cao's tot stand gekomen. Voor de werknemers die varen op de Nederlandse schepen is er een cao voor niet EU personeel - gebaseerd op Nemea voorwaarden- en een cao voor EU personeel. Voor de werknemers die varen op de Rembrandt van Rijn zijn de voorwaarden gebaseerd op ITF voorwaarden.'

Samen staan we sterker

'Ten aan zien van de cao voor de EU zeevarenden hebben we op 16 december 2019 een ledenvergadering gehouden. Ook niet leden werden uitgenodigd hun reactie te geven op de nieuwe concept cao. De nieuwsbrief werd met medewerking van de rederij doorgestuurd naar alle EU zeevarenden. Hierbij werd natuurlijk ook aandacht gevraagd voor ledenwerving, immers 'Samen staan we sterker'. Vanuit de leden werden een aantal reacties ontvangen op de hoogte van de gagetabellen van de werktuigkundigen ten opzichte van de stuurlieden/kapiteins. Ook zaken als de vergoeding van cursuskosten voor verplichte cursussen en cursusdagen, de vergoeding van keuringen, het vaarbevoegdheidsbewijs en monsterboekje kwamen aan orde. Begin januari dit jaar vond een vervolgspraak plaats waarbij aanvullende afspraken werden gemaakt over door de leden in gebrachte punten. De diverse cao's zijn inmiddels ondertekend door Oceanwide en Nautilus. Met het afsluiten van de cao's is een belangrijke stap gemaakt waar de komende jaren verder op kunnen bouwen.' 

Mede na indringende signalen van Nautilus: Bediening bruggen en sluisen in Noord-Holland weer terug bij Provincie

Na jarenlang getob met de bediening van bruggen en sluisen in Noord-Holland – ondeskundigheid, geen of weinig maritieme bagage en later onvoldoende bedienaren – heeft het provinciale bestuur van Noord-Holland onlangs een besluit genomen: de huidige bedienaren komen (gedeeltelijk) weer in dienst van de Provincie.

Jarenlang heeft Nautilus, samen met een aantal actieve leden, gestreden voor een goede personele bezetting van bruggen en sluisen zoals dit vóór 2017 gebruikelijk was: door bedienaren van ODV Maritiem met veelal een nautische achtergrond en kennis van zaken (opleiding) en ervaring met de diverse kunstwerken (bruggen en sluisen) van de Provincie. In feite duizendpoten, die de veiligheid op brug en sluis en op het water bewaakten. Beslist geen eenvoudige baan!

Veel persaandacht voor petitie en protestmars

Toenmalig (inmiddels gepensioneerd) Nautilus bestuurder Daan Troost: 'Vanaf 2015 is geprobeerd een mogelijk verkeerd besluit in het aanbestedingstraject te beïnvloeden. Contacten met de politieke partijen als de SP en 50plus en ook met commissies binnen de Provincie moesten duidelijkheid geven op vragen als 'Wie wordt de nieuwe opdrachtnemer?' en 'Wat betekent dit voor de veiligheid rondom bruggen en sluisen en ook voor de werkgelegenheid (vaste banen)?' Samen met de Nautilus leden en het overige personeel van ODV werd een petitie aan de Commissaris van de Koning aangeboden en werd een protestmars georganiseerd. De provinciale en nationale pers besteedde er veel aandacht en zendtijd aan, zowel in kranten als ook op radio en televisie.

Helaas werd, in juli 2016, na

aanbesteding, het werk gegund aan de nieuwe opdrachtnemer Trigion. Een bedrijf zonder enige maritieme ervaring!. Voor de Provincie echter niet van belang, het ging slechts om vermindering van kosten! Het ontbreken van gekwalificeerd personeel werd als 'een probleem voor later' gezien. Vanuit City360, onderdeel van Trigion, werden werknemers, veelal zonder enige ervaring en nautische achtergrond, in 2017 opgeleid tot bedienaren van bruggen en sluisen. Praktijkervaring moest in 3 tot 4 dagen worden opgedaan. In het eerste jaar bleek de onervarenheid op de Bosrandbrug: terwijl een auto nog op het brugdek stond, werd deze door de brugwachter op afstand geopend. Enkele dagen daarvoor werd de Schipholdraaibrug te vroeg gesloten, waardoor een schip schade opliep...'

Provincie grijpt eindelijk in

(Tegenwoordig) Nautilus bestuurder Jos Hilberding (opvolger Daan Troost): 'In de loop van 2018 bereikten ons veel berichten over lange werkdagen, meerdere objecten door één bedienaar bediend, objecten die niet meer bediend werden of soms door een ingehuurde brugwachter van ODV (bekend met het object) en dat alles onder slechte loon- en arbeidsvoorwaarden!' In het najaar van 2018 deelde de provincie een boete en waarschuwing uit aan Trigion. Ook moesten per januari 2019 voldoende brug- en sluiswachters beschikbaar zijn. Na weer een onvolledig seizoen en weinig zicht op verbetering (aantal bedienaren met kennis van zaken) greep de provincie in. Wederom na indringende signalen van Nautilus; ook op RTL Nieuws. Nieuwe brug- en sluiswachters worden opgeleid en oude brug- en sluiswachters wordt nu gevraagd

in dienst van de Provincie te komen. De ingangsdatum zal eind 2020 zijn.

Vragen over loon- en arbeidsvoorwaarden

Jos Hilberding: 'Deze ommedraai van de Provincie is een eerste goede stap. Echter als maritieme vakbond zijn wij echter nog niet geheel tevreden met het besluit van de Provincie. De huidige brug- en sluiswachters hebben na drietal jaren voldoende kennis en ervaring opgebouwd. Daarover geen verkeerd woord! Natuurlijk zal een deel in dienst komen van de Provincie en zullen de overige medewerkers onder dezelfde loon- en arbeidsvoorwaarden de dienst vervullen. Maar wie maakt het onderscheid en in welke constructie komt het afgescheiden deel van bedienaren? Vragen waar we binnenkort graag antwoord op willen hebben van de provincie.'

'Ommedraai provincie eerste goede stap'

'Boete en waarschuwing aan Trigion'

Goedkoop is duurkoop

Zoals hierboven al gesteld, is het voor een belangrijk deel aan de inzet van de Nautilus leden te danken dat de Provincie nu eindelijk het licht heeft gezien. Nautilus kaderlid Jolanda Wiersma-Tot: 'Waar wij voor hadden gewaarschuwd, is nu uitgekomen. Met een slechte cao houd je geen mensen vast en 'leiding zonder kennis' helpt ook niet mee. Samen met meer collega's van de provincie zijn we zeer benieuwd hoe straks de nieuwe invulling gaat worden. Dit seizoen mag Trigion kennelijk nog door ploeteren en ondertussen hoopt de Provincie dat de centrale bediening in Heerhugowaard een vlucht neemt. Dan hoeven ze voor volgend seizoen weinig personeel aan te nemen, omdat zij dan met minder toe kunnen. Dan is het probleem voor ze opgelost. Ik denk dat het nu in ieder geval wel duidelijk voor ze is geworden dat 'goedkoop uiteindelijk duurkoop' is.' 



ARBEIDSOVEREENKOMSTEN

Nieuwe CAO Jumbo Crew Services

Op 28 februari 2019 liep de overeengekomen collectieve arbeidsovereenkomst (cao) met de zware lading rederij Jumbo Crew Services B.V. (Jumbo) af. Inmiddels, een jaar later, zijn nu ook de allerlaatste puntjes op de i gezet.

CAO voorstellen en onderhandelingen

Nadat in het voorjaar van 2019 tijdens een ledenvergadering de nieuwe cao voorstellen werden vastgesteld, zijn er vanaf juni 2019 onderhandelingen met Jumbo geweest.

Bij alle overleggen waren Nautilus kaderleden aanwezig, die als betrokken zeevarenden met kennis van zaken ons aan tafel steunden. Tijdens de onderhandelingen kwam Jumbo ook met aanpassingen, waaronder een nieuwe systematiek met betrekking tot een 'performance afhankelijke beloning'.

Resultatenlijst definitief


In september 2019 werd een eerste versie van een resultatenlijst met Jumbo gedeeld. Met het juist vastleggen en goed verwoorden van alle afspraken, waarbij alle (financiële) gevolgen inmiddels doorgerekend en

onderbouwd zijn, is vervolgens veel tijd gemoed. Uiteindelijk werden begin januari 2020 de handtekeningen gezet onder de definitieve resultatenlijst.

Generatiepact

Naast een looptijd van 2 jaar en aanpassingen van de gages en gageschalen, zijn het aanpassen van de ongemakkenvergoeding en parttime werken, in combinatie met een generatiepact, hierin vastgelegd. Met een generatiepact kunnen oudere werknemers minder uren werken, zodat er tegelijkertijd werk vrijkomt voor jongeren. Met Jumbo is de afspraak gemaakt, dat zij dit gedurende de looptijd van deze cao gaan bestuderen en met een voorstel hiervoor komen.

Reglement opvragen

Als het reglement Jumbo aangepast en volledig akkoord is, wordt dit digitaal naar alle leden gestuurd. Leden, waarvan we nog geen emailadres hebben, kunnen dit reglement alsnog digitaal c.q. als papieren exemplaar bij ons aanvragen. Via infonl@nautilusint.org 

ARBEIDSOVEREENKOMSTEN

Overgang management zes containerfeeders Holwerda naar A2B Shipmanagement

Ons artikel hierover in het Telegraph september 2019 nr. eindigde met de woorden: 'Op 30 september stond een vervolgesprek met A2B gepland.' Wordt vervolgd.'

Inmiddels zijn er begin dit jaar nieuwe vervolgstappen gezet. Wat ging er aan vooraf:

'Halverwege 2019 ontvingen wij bericht dat per 1 augustus 2019 het scheepsmanagement van zes containerfeeders van Holwerda Shipmanagement door A2B-Online Shipmanagement B.V. (A2B) overgenomen zou worden. Deze nieuwe rederij vaart dagelijks vanaf Moerdijk naar verschillende havens in Groot Brittannië en vice-versa. Vanaf 1 augustus heeft A2B het beheer, management en crewing in eigen hand genomen.'

Gesprek met werkgever

Tijdens het gesprek met de directie van A2B werden vervolgens de vastgelegde intentie-afspraken besproken en omgezet in een concept Nadere Overeenkomst bovenop de CAO Handelsvaart. Met onder meer afspraken over een '1 op/1 af systeem' en een Vaste Vergoeding voor Overwerk (VVO). Daarnaast werd er een bijbehorende gagetabel ontwikkeld.


Stemming en ledenvergadering

Eind november werden de laatste punten met A2B besproken en voorafgaand aan een ledenvergadering medio december ook ter stemming aan de leden voorgelegd. Daarnaast werden de bemanningen op de schepen nogmaals bezocht om hun reacties te peilen.

Tijdens de scheepsbezoeken, uit de stemming en ook tijdens de ledenvergadering was duidelijk dat de leden nog een aantal punten uit de Nadere Overeenkomst en gagetabel hadden, die toelichting, c.q. verduidelijking nodig hadden. Dit betrof de afspraken over verlofperiodes, de VVO in de gage (all-in) en de inschaling in de gagetabel.

Terug naar de werkgever en de leden

Begin januari 2020 werden deze punten met A2B besproken en vanuit de werkgever zijn hierop aanpassingen in de teksten van de Nadere Overeenkomst en de gagetabel ontvangen.

Deze Nadere Overeenkomst en gagetabel gaan binnenkort opnieuw aan de leden voorgelegd worden, waarbij de verwachting is dat deze akkoord zullen gaan met de voorgestelde aanpassingen en met een all-in gage. 

Nieuw Nautis Bestuur in Café Bloemen Beppie

A.S.V. Nautis, de studievereniging van de Hogere zeevaartschool Amsterdam (HVA) kiest elk jaar een nieuw bestuur. Op 31 januari jongstleden presenteerde het nieuwe bestuur zich, onder het genot van een goed glas bier, in het Amsterdamse café Bloemen Beppie. Nautilus communicatie adviseur Hans Walthie was als één van de genodigden ook van de partij.



Het nieuwe Nautis bestuur, v.r.n.l. : Thijs Beemsterboer (voorzitter), Roy van Spierenburg, Wesley Bakker en Connor Kos

belang dat wij als vereniging middels sponsors en partners het contact leggen tussen de leden en de betreffende bedrijven', zo staat het in de Nautis missie. Nautilus is één van de partners/sponsors van Nautis. Andere sponsors zijn: de HAL, De Bock

Maritiem, Brunel, Hogeschool van Amsterdam en Navingo.

Sollicitatietrainingen en scheepsbezoeken

Nieuwe voorzitter Thijs Beemsterboer: 'De vereniging gaat nu zijn derde jaar in en ook voor dit jaar hebben we ons voorgenomen weer een goede invulling te geven aan onze missie. Op professioneel gebied door activiteiten te organiseren zodat onze maritieme officieren zich nog beter op de toekomstige arbeidsmarkt kunnen voorbereiden. Bijvoorbeeld door het geven van sollicitatietrainingen en het organiseren van scheepsbezoeken. En op sociaal gebied door borrels en uitjes zoals deze te organiseren voor onze leden.' Zie ook: www.asvnautilus.nl

Studenten wegwijs maken

'Sponsors en partners zijn van direct belang voor de vereniging, omdat zij naast een mogelijke financiële bijdrage een belangrijke schakel kunnen vormen tussen de vereniging en het werkveld. Om studenten wegwijs te maken in de bedrijfs wereld, is het van

LEDEN EN HUN WERK

NAUTILUS STAAT VOOR U KLAAR

Wel of niet volledig arbeidsongeschikt?

Alweer 2 jaar geleden kwam ons lid naar ons toe met het verzoek aan ons om bezwaar te maken tegen een beslissing van het UWV, waarin aan hem een WGA uitkering werd toegekend: een uitkering voor gedeeltelijk arbeidsongeschikten. Ons lid was van mening dat hij met zijn klachten recht zou hebben op een IVA uitkering: de uitkering voor mensen, die volledig arbeidsongeschikt zijn. Hij was van mening dat hij geen werkzaamheden meer kon verrichten. Een lange strijd volgde...

Viskratten sjouwen

Ons lid had al op jeugdige leeftijd viskratten gesjouwd en was altijd zwaar werk blijven verrichten. Hij had inmiddels ernstige rugklachten uitstralend naar nek en benen. Er was sprake van slijtage van de tussenwervels. Verklaringen van medische specialisten gaven dat aan. Hij moet inmiddels elke dag, na even gelopen te hebben of na een activiteit, gaan liggen en het zitten voortdurend afwisselen met kort lopen of staan. Alleen in liggende houding heeft hij even geen pijn. Omdat ons lid van mening was dat hij niet meer in staat was om werkzaamheden te verrichten, hebben we namens hem een schriftelijk bezwaar ingediend bij

het UWV tegen de beslissing van het UWV om hem slechts een gedeeltelijke arbeidsongeschiktheidsuitkering WGA te verstrekken.

Bezwaar afgewezen

Na het schriftelijke bezwaar volgde er een hoorzitting bij het UWV. Ook bij de hoorzitting hebben wij ons lid bijgestaan. De bezwaarverzekeringarts van het UWV oordeelde achteraf in zijn rapportage dat ons lid tijdens de hoorzitting meer dan een half uur achtereen had gezeten en zich goed kon concentreren. Naar de mening van de bezwaarverzekeringarts was er dan ook geen reden om de beslissing van het UWV te herzien. Daarbij ging de bezwaarverzekeringarts van het UWV volledig voorbij aan het feit dat voor iemand alles afhangt van een hoorzitting en daardoor geconcentreerd is en iets langer blijft zitten dan normaal. Ons lid had altijd goed verdiend in de offshore. De uitkomst of hij in aanmerking zou komen voor een volledige arbeidsongeschiktheidsuitkering IVA of een gedeeltelijke arbeidsongeschiktheidsuitkering WGA was voor hem en zijn gezin dan ook van groot financieel belang. Behalve de zorgen over zijn gezondheid maakte

hij zich ook zorgen over zijn financiële belangen. Zeker bij de gedeeltelijke arbeidsongeschiktheidsverzekering WGA volgt er na de loongerelateerde uitkering een zeer lage vervolgutkering. Het bezwaar werd echter afgewezen, zodat wij namens ons lid vervolgens beroep hebben ingesteld bij de rechtbank.

Nadat wij namens ons lid een schriftelijk beroepschrift hadden ingediend, volgde de mondelinge behandeling bij de rechtbank. Tijdens deze mondelinge behandeling bij de rechtbank verzochten wij namens ons lid om de aanstelling van een medisch deskundige, maar de rechtbank weigerde dit zonder duidelijke motivering en wees ook het beroep van ons lid af.

Naar Centrale Raad van Beroep

Maar de strijd voor ons lid werd niet opgegeven en wij dienden namens ons lid een hoger beroepschrift in bij de Centrale Raad van Beroep, de hoogste rechterlijke instantie op het gebied van bestuursrecht. Aangezien de rechtbank weigerde om een deskundige aan te stellen, hebben we zelf een medisch deskundige Verzekeringarts een rapportage op laten stellen. Deze Verzekeringarts heeft een uitvoerig

onderzoek verricht en heeft een gedegen en uitvoerige rapportage opgesteld. Deze rapportage kon goed gebruikt worden voor de onderbouwing van het hoger beroepschrift. Dit heeft er uiteindelijk toe geleid dat het UWV de Centrale Raad van Beroep heeft laten weten dat zij haar standpunt ging herzien.

Het UWV heeft toen uiteindelijk een gewijzigde beslissing gegeven, waarin ons lid alsnog met terugwerkende kracht vanaf 2017 een IVA uitkering is toegekend!

Vasthoudendheid Nautilus beloofd

Ons lid heeft inmiddels een aanzienlijke nabetaaling ontvangen en ontvangt inmiddels een volledige arbeidsongeschiktheidsuitkering IVA. Ons lid en zijn gezin verkeerden in financiële moeilijkheden doordat zij inmiddels slechts een WGA vervolgutkering ontvingen van €600,- netto per maand. Gelukkig heeft ons lid door de aanzienlijke nabetaaling van het UWV en de toekenning van de veel hogere IVA uitkering niet langer financiële zorgen. Hij was dan ook heel erg blij met de vasthoudendheid van zijn vakbond Nautilus om door te gaan met zijn zaak tot aan de Centrale Raad van Beroep.

Dienstverlening

Nautilus International en FNV Waterbouw

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

Dit keer gaat het over: professionele en technische (P&T) aangelegenheden

Alle drie de Nautilus Branches (NL, UK, CH) zijn al sinds jaar en dag aangesloten bij de Internationale Transportwerkers Federatie (ITF). Vanuit al die Branches spelen een aantal Nautilus collega's een (pro) actieve rol binnen de ITF op een groot aantal dossiers. Uiteenlopend van loon- en arbeidsvoorwaarden aan boord van Flag of Convenience (FOC) schepen, campagnes tegen bijvoorbeeld criminalisering en piraterij, het Maritieme Arbeidsverdrag en vele andere ILO gerelateerde zaken, maar ook vele professionele en technische (P&T) aangelegenheden, die in het belang zijn van de leden van de aangesloten bonden. Het is deze laatste categorie waar in dit artikel wat nader op wordt ingegaan.

Wat wordt eigenlijk onder P&T verstaan?

Wat Nautilus onder P&T verstaat, is wellicht het best samen te vatten als 'vakmanschap' en alles wat ervoor zorgdraagt, dat u als werknemer dit vakmanschap op een veilige en goede wijze kunt aanleren, behouden, uitbreiden en uitoefenen.

Nationaal: modernisering van de bemanningswetgeving

Dit gebeurt in alle Nautilus Branches op nationaal niveau door middel van (pro)actieve participatie in overleggen met het scholenveld, het ministerie en de inspectie, maar ook met werkgeversvertegenwoordigers. Een recent voorbeeld hiervan in Nederland is de discussie over de modernisering van de bemanningswetgeving waarbij Nautilus tezamen met de overheid en de werkgevers deze wetgeving toekomstbestendig tracht te maken en tevens gesignaleerde hobbels tracht glad te strijken.

Internationaal: IMO en ILO

Het is niet voor het eerst dat we u melden dat de nieuwe wet- en regelgeving, die u als maritieme professional raakt, in bijna alle gevallen niet in Nederland tot stand komt, maar buiten onze landsgrenzen. En dat deze na de totstandkoming vrijwel altijd onverkort in de Nederlandse wetgeving wordt overgenomen. Wil je als werknemersvertegenwoordiger dan mee kunnen praten

over de inhoud van die wet- en regelgeving, dan moet je ook daar zijn waar dat gebeurt: de IMO in Londen, de ILO in Geneve, maar ook in toenemende mate in Brussel. Als éénling krijg je daar niet veel voor elkaar, maar als je je zoals Nautilus aansluit bij deze organisaties van gelijkgestemden, dan wordt die kans ineens wel veel groter. Deze organisaties hebben internationaal aanzien en verkrijgen op basis daarvan toegang tot de discussies, die uiteindelijk leiden tot nieuwe regelingen waar u bij de uitoefening van uw beroep mee te maken krijgt.


Team van experts

De ITF wordt wereldwijd gezien als dé internationale werknemersvertegenwoordiger van de transportsectoren en heeft om die reden o.a. een zogenaamde non-governmental organisation (NGO) status in de Internationale Maritieme Organisatie (IMO) verkregen. Deze NGO status stelt de ITF in staat om mee te discussiëren over nagenoeg alle IMO aangelegenheden en om, al dan niet gesteund door een vlaggenstaat, schriftelijke voorstellen in te brengen. De

ITF is zeer actief in de IMO, daarbij bijgestaan door een team in wisselende samenstelling van experts afkomstig uit de kringen van de ITF leden, waaronder Nautilus. De aansturing op onderwerpen gebeurt door een stuurgroep waar Nautilus een voorname rol speelt.

Naast de ITF is Nautilus eveneens aangesloten bij IFSMA, de International Federation of Shipmasters' Associations die eveneens NGO status heeft in de IMO. Ook IFSMA is zeer actief in de IMO, maar dan in het bijzonder voor de belangen van de kapiteins wereldwijd. Met name de Britse collega's binnen Nautilus spelen via deelname aan de IFSMA delegatie in de IMO een belangrijke rol voor de kapiteinsleden van Nautilus uit alle Nautilus Branches. Ook bestuurlijk is Nautilus bij IFSMA betrokken.

Meepraten

Wilt u meer weten over het P&T werk van Nautilus of meepraten? Bezoekt u dan ook eens de vergadering van het Nautilus P&T Forum, of neemt u gewoon eens contact op met uw bond. Ook is het P&T werk van Nautilus gebaat bij professionele kennis en input van haar (kader) leden. Voor een hele reeks van P&T onderwerpen kan Nautilus steunen op de expertise vanuit haar ledenkring. Bent u hierin geïnteresseerd? Neemt u dan eens geheel vrijblijvend contact met ons op, via: infonl@nautilusint.org 

'Kom ook naar het Nautilus P&T Forum'

Nautilus op Open Dag STC Rotterdam

Zaterdag 18 januari jongstleden was Nautilus International weer met een stand aanwezig op de door het Scheepvaart- en Transportcollege georganiseerde Open Dag, aan de Lloydstraat in Rotterdam. Een dag waarop dit maritiem instituut gastvrij haar deuren opende voor scholieren die zich oriënteren op een maritieme beroepsopleiding.

Op zoek naar stageplaatsen

Mede door de aanwezigheid van vele rederijen en maritieme uitzendbureaus was dit tevens een goed moment voor huidige studenten van het STC om contacten te leggen voor het verkrijgen van een stageplaats aan boord en een toekomstige baan op zee. De gehele dag door liepen geïnteresseerde studenten van de zeevaartopleiding door de Mullerzaal langs de diverse stands om hun vragen te stellen en de nodige informatie in te winnen. Door bezoekende jongelui werd ook druk gebruik gemaakt van door het STC georganiseerde presentaties. Voor de wal lag een opleidingsschip van het STC in de St. Jobshaven afgemeerd, waar zij eveneens een bezoek konden brengen.

Speciaal jongerentarieff

In de stand van Nautilus vonden tal van (aankomend) studenten antwoorden op hun vragen en kregen veel informatie mee. Uiteraard werd het speciale lidmaatschap voor studenten gepromoot, waarbij men voor slechts €3,75 per maand onze vakbladen 'Telegraph' en 'SWZ Magazine' toegezonden krijgt. Verder biedt het lidmaatschap een 24/7 service, waardoor onze (jonge) leden ons altijd kunnen benaderen, ongeacht waar men zich bevindt in de wereld.

Gastles voor schippers en machinisten

Op 3 februari jongstleden verzorgde Nautilus communicatieadviseur Hans Walthie bovendien nog een gastles voor een groep studenten niveau MBO 2. Een tental aankomend schippers en machinisten werd getraind 'hoe aan een stageplek te komen' en daarnaast ingewijd in waar een maritieme vakbond als Nautilus 'voor gaat en staat'.

Ook lid worden van Nautilus?

Nieuwsgierig geworden over Nautilus en het vakbondslidmaatschap? Kijk dan voor uitgebreide informatie op onze website: www.nautilusint.org 

'Cao onderhandelingen in maart van start'



ARBEIDSVORWAARDEN

Nautilus leden Stena Line: 'We moeten één front vormen!'

'We moeten één front vormen'. Het was (gelukkig) een veelgehoorde uitspraak tijdens de cao bijeenkomsten op de schepen van Stena Line. Januari en februari jongstleden gingen Nautilus collega's Marcel van Dam en Liselotte Struijs op vlootbezoek bij de Forerunner, Somerset, Transporter, Hollandica en Transit. Daar spraken zij samen met ('to be') leden over de onderwerpen die de leden graag terug zien in de aankomende cao-onderhandelingen.

'Goed vreten is goed werken'

Die onderwerpen zijn erg divers. Zo werd onder meer gesproken over: de gewenste loonsverhoging, duurzame inzetbaarheid, promotie maken, pensioenpremies en




transitievergoeding. Maar ook over de communicatie met kantoor en de voeding aan boord. Zoals een van de medewerkers treffend samenvatte: 'Goed vreten is goed werken'. Daar horen broden die volgens het label nog tot januari 2021 (!) goed zijn... natuurlijk niet

bij! Ook werd een voorstel van de werkgever (met betrekking tot de OSS-managers op de T-schepen) voorgelegd aan de leden.

Eensgezind doorgaan!

De feedback en input van de leden worden, na het ter perse

gaan van dit nummer, omgezet in voorstellen die in briefvorm naar de werkgever worden gestuurd. Ook de werkgever schrijft een dergelijke voorstellenbrief. Beide voorstellenbrieven dienen als leidraad tijdens de komende cao-onderhandelingen. De eerste gesprekken met de werkgever vinden plaats op 17 en 26 maart a.s.. Hoewel de reactie van de werkgever op deze voorstellen ten tijde van dit schrijven nog onbekend is, was het Nautilus tijdens de vlootbezoeken al wel duidelijk dat de bemanning - van alle schepen - er eensgezind in staat. Niet alleen schreven huidige leden nieuwe leden in, ook spraken zij zich duidelijk uit 'één front te willen vormen'. Immers: 'samen staan we sterk!' 

WELKOM OP WORKSHOP MENTALE FITHEID AAN BOORD

2 april 2020 (10.30 – 15.00 uur)

Graag nodigen wij onze leden uit voor het deelnemen aan onze tweede (gratis) Workshop Mentale Fitheid aan Boord, op 2 april a.s., Nautilus kantoor/zalencentrum Ntoren, Schorpioenstraat 266, Rotterdam. Van 10.30 tot 15.00 uur. Inclusief lunch.

Workshopleiders zijn: Toon van de Sande, Spiritensien en Hans Walthie, Communicatie adviseur Nautilus.

Schrijf u snel in via: infol@nautilusint.org

Vitaliteit en werkplezier

Toon van de Sande: ‘Op 14 mei 2019 hebben we een eerste workshop Mentale Fitheid georganiseerd. Hier hebben we veel boeiende discussies met elkaar gevoerd over wat er speelt aan boord en hoe het beter zou kunnen ook. Tevens werd toen vastgesteld dat het goed zou zijn een vervolgworkshop te organiseren, waar deelnemers uit de eerste workshop, samen met nieuwe deelnemers

verder met dit onderwerp aan de slag gaan. En dan ook vooral gaan kijken hoe we de reders kunnen aanzetten dit een hoge prioriteit aan boord te geven.’

Veel draait om arbeidsvreugde. Daarvoor is mentale fitheid een voorwaarde. Als iedereen fit, goed en veilig zijn werk kan doen, zal ook de leefbaarheid aan boord verbeteren en daarmee uiteindelijk ook de winstgevendheid van het schip en de rederij worden vergroot. Kortom:

‘Mentale fitheid betaalt zichzelf uit’

Daarom willen we ook tijdens deze workshop:

- ons verdiepen in mentale aspecten in het leven van zeevarenden die doorgaans onderbelicht blijven;
- verhalen uitwisselen met elkaar;
- hoe krijgen we de reders zover dit daadwerkelijk een hoge prioriteit te gaan geven...

Schrijf u snel in via: infol@nautilusint.org

PROGRAMMA

10.30 – 11.00 uur: Inloop

11.00 – 11.15 uur: Welkom door dagvoorzitter Hans Walthie en voorstelronde

11.15 – 11.45 uur: Presentatie Toon van de Sande, Spiritensien

11.45 – 13.00 uur: in 2 Workshops uiteen en aanbevelingen formuleren ‘hoe reders daadwerkelijk aan de gang te krijgen ermee’

13.00 – 13.45 uur: Lunch/pauze

13.45 – 14.45 uur: Terugkoppeling/aanbevelingen en centrale discussie

14.45 – 15.00 uur: Wrap up en afsluiting

Nautilus Jaarvergadering en symposium 2020

Save the date

Op dinsdagmiddag 23 juni 2020, van 13.00 tot 14.30 uur, vindt de jaarvergadering van de Nederlandse Branch van Nautilus International plaats in Van Der Valk Hotel Rotterdam – Blijdorp.

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

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

Verkiezingen leden Hoofdbestuur

Aftredend en (her)verkiezbaar op de jaarvergadering voor een nieuwe periode zijn:

Marcel van den Broek, voorzitter

Charley Ramdas, algemeen secretaris/penningmeester

Verkiezingen leden Raad van Advies

Aftredend zijn:

Categorie Kapiteins en stuurlieden:

Johan Kooij (niet verkiezbaar); Peter Lok (herverkiezbaar);

Henk Eijkenaar (herkiezbaar)

Categorie WTK's: Wilco van Hoboken (herverkiezbaar)

Categorie Scheepsgezellen: Marinus van Otterloo (niet herkiezbaar)

Categorie Binnenvaart: Jan de Rover (herverkiezbaar);

Jan van der Zee (herverkiezbaar)

Overige categorieën: Geert Feikema

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

Nautilus leden kunnen zich voor de bovenvermelde kiesgroepen verkiesbaar stellen. Aanmeldingen voor uiterlijk 1 mei a.s. via Monica Brandsema-Schmidt: mbrandsema@nautilusint.org

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

Voorstellen indienen

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



Are you an ex seafarer?

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

Have you got housing or debt concerns?

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

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

GLASGOW Iain Lindsay
07927 569216

HULL John Norris
07841 779234

MERSEYSIDE Laura Molineux
07921 687719

PORTSMOUTH Sandra Silverwood
07841 779237

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

Website www.nautiluswelfarefund.org






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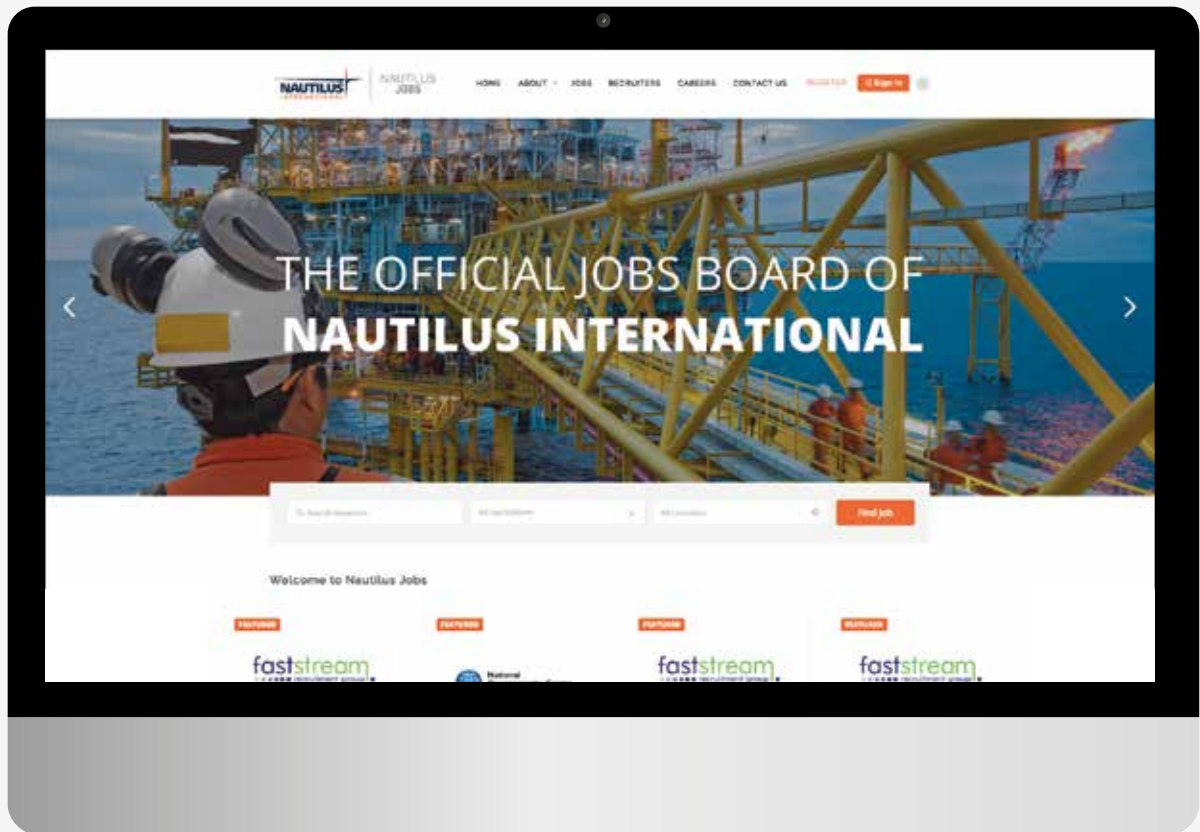
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Telegraph prize crossword

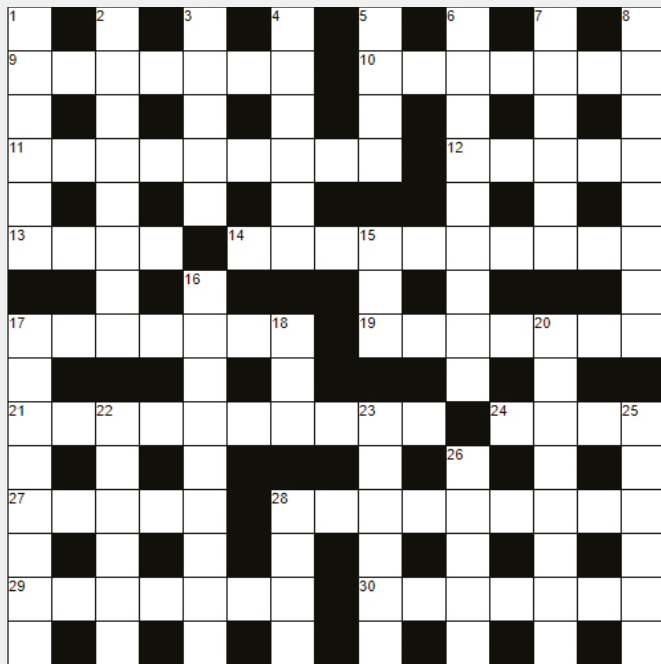
By Mordo

Enter our monthly cryptic crossword competition and you could win one of the latest releases in maritime publishing. This month, the prize is a copy of the book **Cargoes: a Celebration of the Sea** by Glyn L Evans (reviewed on the books pages 42-43).

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

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

The closing date this month is Friday 13 March 2020



QUICK CLUES

Across

- 9 Shoe mender; fruit pie (7)
- 10 Latin phrase describing a foetus (2, 5)
- 11 State of being prepared (9)
- 12 Tiny tropical fish (5)
- 13 Pull; American (4)
- 14 Dessert of fruit and ice cream invented by Escoffier (5, 5)
- 17 Unequivocally; American rock band (2, 5)
- 19 At a lower level (7)
- 21 Where secret plans are kept (5, 5)
- 24 Part of ship; UK city (4)
- 27 Scoundrel (5)
- 28 Prohibited (9)
- 29 Only just beginning (7)
- 30 Thick sweet syrup (7)

Down

- 1 Move hurriedly (6)
- 2 Acquired (8)
- 3 Assertion (5)
- 4 Suddenly stop moving (6)
- 5 Hairpieces (4)
- 6 Final ruling in court of law (9)
- 7 Overseas letter-writing friend (3, 3)
- 8 One with knowledge of many subjects (8)
- 15 Taxi (3)
- 16 Divided into four (9)
- 17 Subatomic particle with no charge (8)
- 18 Sailor; black substance (3)
- 20 Structure that conveys water (8)
- 22 Break down food (6)
- 23 State of being equal (6)
- 25 Connected (6)
- 26 Female fox (5)
- 28 Destiny (4)

CRYPTIC CLUES

Across

- 9 In Canada, we sometimes get very cool (7)
- 10 Green fruit's tip removed in chaos and commotion (7)
- 11 Uncertain situation found on this cutter (5, 4)

- 12 Speak about lieutenant being resentful (5)
- 13 Dishonest person gets back on track (4)
- 14 State alarm upon breaking bone (10)
- 17 Butler's smoking companion is one delivering fresh mutton at tea (7)
- 19 Violent creature that man will whip (7)
- 21 Inn with place to sleep has cable access restricted by this (6, 4)
- 24 David Bowie's type of music makes good hit (4)
- 27 Fish swallowing 10p - get it out! (5)
- 28 Remember to claim payment again? (9)
- 29 Partly felt remorse for small shocks (7)
- 30 Give lift to elderly top general to collect tax (7)

Down

- 1 King and Queen go after average company of fancy writers (6)
 - 2 Iron Mike, in one small minute, expresses belief in women's rights (8)
 - 3 Journal's covering individual with strong craving (5)
 - 4 Tamper with Olympian's prize by the sound of it (6)
 - 5 Old citizen on screen announced identity of original killer (4)
 - 6 Officer produced noble acts (9)
 - 7 US city where boy is upset by girl stopping early (6)
 - 8 Leaders in practice of languages yapping, grasping lots of tongues (8)
 - 15 What remains after fire has gone out (3)
 - 16 Fighting in resistance of large beastly king after beer is drunk (9)
 - 17 Opera about innocent-looking carnivore gaining a quick billion (8)
 - 18 Pull in the direction of west (3)
 - 20 Volcanic craters caught the German falling in, sadly (8)
 - 22 After rumours start, I cry over who may believe it or not? (6)
 - 23 Revolutionary gentleman captures another revolutionary for money (6)
 - 25 Flying insect queen is bearer of new life (6)
 - 26 Film that's out of this world (5)
 - 28 Got up for some wine (4)
- Crossword answers and the name of last month's winner are on page 58.**

Back in time



50 years ago

Reports from MNAOA members about increasing noise in ships indicate that this modern problem is still far from solved and more attention will have to be paid to noise and vibration in the design of new vessels. The problem has been raised nationally and internationally by the MNAOA because of its concern about the effects of noise not only on the hearing of engineer officers but also because of the psychological consequences for all members of a crew. In response to representations by the Association, the International Labour Organisation has produced a draft recommendation calling for research into the problem and ways to reduce its impact — *The Telegraph*, March 1970

25 years ago

NUMAST has welcomed the UK government's decision to conduct further investigations into the loss of the bulk carrier *Derbyshire* 15 years ago. Pressure for a fresh inquiry had mounted following the discovery of the wreckage by an ITF-funded expedition last year. A 1987 investigation concluded that the sinking was the result of 'the forces of nature' – but NUMAST, the RMT and relatives of the 44 victims have consistently argued that structural problems were to blame. Lord Donaldson has now been asked to examine what further work would be needed to determine the cause of the loss, to weigh up the costs involved, and the likely benefits to ship safety — *The Telegraph*, March 1995

10 years ago

Nautilus has condemned shipowners' threats to flag out as much as one-third of UK-registered tonnage if the government goes ahead with plans to prevent pay discrimination for foreign seafarers serving under the red ensign. Speaking at the Chamber of Shipping's annual dinner last month, president Jesper Kjaedegaard claimed many owners would have no choice but to leave the red ensign if the Equality Bill proposals to end their freedom to pay different rates to foreign-resident seafarers are put in place. But *Nautilus* general secretary Mark Dickinson said he was disappointed by the Chamber's threats and warned that it was unwise to be sending out such negative signals to the government — *The Telegraph*, March 2010

THE FACE OF NAUTILUS

Fraser Matthew, Council member

Fraser Matthew grew up in Scotland looking out at the ships sailing up the Firth of Forth as a child – and that was not his only connection to the sea. ‘My gran was a big fan of cruising and my uncle was a marine engineer with B&P Shipping in the 1980s,’ he remembers. ‘When I was younger, I was fascinated by the great liners, and my parents met on the Canberra, so maybe that also steered me to a career at sea.’

Fraser has been a serving seafarer since he left school at the age of 18 – completing his cadetship along with a BSc degree in Nautical Science at the Universities of Glasgow and Strathclyde in 2009.

After obtaining his OOW certificate of competency, he continued to serve with Princess Cruises as a third officer, second officer and senior second officer on cruiseships deployed across the globe, particularly in Australia and New Zealand.

For the last five years, though, he has been working closer to home on passenger ships on the Irish Sea and around the west of Scotland, and he’s reached the ranks of chief officer and master. ‘Introducing myself on the PA as captain for the first time at the age of 29 was nerve-racking but a definite highlight,’ he says. ‘I enjoy the daily challenges presented to a ferry master, particularly when I can test my ship-handling skills against the winter weather.’

Although a Union member of many years’ standing, Fraser says he only started to get actively involved when he attended his first UK Branch Conference in 2017. ‘I became interested in the work of Nautilus as a Union representing our profession



**FRASER MATTHEW
WAS ELECTED TO THE
NAUTILUS COUNCIL
IN 2019 UNDER THE
NAVIGATION CATEGORY**


on an international stage, and wanted to be more involved with the running of it,’ he explains. He stood for election to the Nautilus Council in 2019 and is now serving a four-year term.

So far, it’s all pretty much lived up to expectations, he says. ‘I am enjoying hearing about all the fantastic work that Nautilus does in different areas, whether it be strategic campaigning, representing our views, legal protection or promoting our industry to the next generation. As a Council member I can now have input in the work of Nautilus and provide a link with those still serving at sea.’

As well as attending the full Council meetings

held three times a year, members can choose to serve on specialist committees, and Fraser attended his first meeting of the Nautilus Welfare Fund Committee in September 2019. ‘I was really impressed by the facilities at Mariners’ Park and the amazing work the Union’s charity does for retired seafarers,’ he says.

Potential Council members will be glad to hear that volunteering for Nautilus doesn’t take up all of Fraser’s free time – he is still an avid golfer and likes a trip to the cinema. ‘I have a few favourite films,’ he ponders, ‘but probably my most favourite is V for Vendetta or Empire of the Sun.’

And even though he doesn’t work deepsea any more, he has kept up his love of long-distance travel. ‘I enjoy the sunshine and rum in the Caribbean,’ he smiles. ‘The warm breeze and relaxed island way of life is my favourite. I also really like the Fijian islands – beautiful scenery, amazing dive sites and extremely friendly people.’ 

● ● ●
‘I became active in Nautilus at the 2017 UK Branch Meeting and wanted to be more involved with the running of the Union’



FRASER MATTHEW’S WORK IN THE CRUISE SECTOR TOOK HIM ALL OVER THE WORLD, AND PARTICULARLY TO AUSTRALIA AND NEW ZEALAND



NOW FRASER WORKS AS A FERRY MASTER OFF THE WEST COAST OF SCOTLAND, WHICH PRESENTS SOME SATISFYING SHIP-HANDLING CHALLENGES



TRUE TO HIS SCOTTISH ROOTS, FRASER IS A KEEN GOLFER, AS WELL AS A REGULAR CINEMA-GOER

Member meetings and seminars

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

Antibes yacht crew drop-in
www.nautilusint.org/en/yachtdropin
11 March 2020
D&B Services/Nautilus South of France office
3 Boulevard d'Aguillon
06600 Antibes, France

Nautilus representatives will be hosting a free drop-in session in Antibes on 11 March 2020 from midday. The session will be held at the office of Nautilus partner D&B Services in Antibes. To book an appointment with a Nautilus representative at the office drop-in session or onboard your vessel in Antibes, email: yachts@nautilusint.org.

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

The forum was launched at the Union's General Meeting in Rotterdam in October 2019, and will now act as the umbrella group for the Nautilus Women's Forum and Young Maritime Professionals Forum. Sign up for 21 April at: bit.ly/nautilusdiversityforum

Members can now also join the new Nautilus Women's Group on Facebook. In the future, the Union may also set up women members' and young maritime professionals' WhatsApp groups. Members can express their interest in joining these chat groups by emailing Debbie Cavalloro at dcavalloro@nautilusint.org.

Contact Nautilus International

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

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

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

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 • **Physical address**
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 266, 3067 KW Rotterdam
 Tel: +31 (0)10 477 1188
 Fax: +31 (0)10 477 3846
infonl@nautilusint.org

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 4005 Basel, Switzerland
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 Fax: +41 (0)61 262 24 25
infoch@nautilusint.org

France yacht sector office
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 Tel: +33 (0)962 616 140
nautilus@dandbservices.com
www.dandbservices.com

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yachts@nautilusint.org
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Nautilus 24/7
 Out of European office hours, members of Nautilus International and the Nautilus Federation unions can contact our round-the-clock assistance service by phone, text or online:
 • Go to www.nautilusint.org and click on the Nautilus 24/7 link to access our Live chat instant messaging service. You'll also find a list of freephone numbers from 45 countries that you can use to call us free of charge.
 • Send an SMS text message to +44 (0)7860 017 119 and we'll reply.
 • Email us at helpline@nautilus247.org.
 • Reach us via Skype (username **nautilus-247**).

College contacts

Induction visits

See www.nautilusint.org event section for dates of upcoming college visits by the Nautilus recruitment team. For further information, email recruitment@nautilusint.org or call Martyn Gray on +44 (0)151 639 8454.

Industrial support for cadets

The dedicated strategic organiser for all UK and Irish trainee officers is Martyn Gray. Martyn deals with all cadet, college and company enquiries in relation to trainee officers and regularly visits each main nautical college.

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

Nautilus college visits in 2020

Nautilus organiser Martyn Gray will be visiting South Shields Marine School on 27 March 2020, where Martyn will present to the engineering trainees.

To book an appointment in advance with Martyn, email: cadets@nautilusint.org or call on +44 (0)151 639 8454.

Job advice CV writing webinar: 16 March

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

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

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

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

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

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

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

Pensions

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

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

Register in advance online via www.mnopf.co.uk under

'myMNOPFpension/member forums' or from the home page under 'Events'. Alternatively, call +44 (0)20 3150 0850.

Crossword answers

– from our brain teasers on page 56

QUICK CROSSWORD

Across: 9. COBBLER; 10. IN UTERO; 11. READINESS; 12. GUPPY; 13. YANK; 14. PEACH MELBA; 17. NO DOUBT; 19. BENEATH; 21. UNDER WRAPS; 24. HULL; 27. ROGUE; 28. FORBIDDEN; 29. NASCENT; 30. TREACLE.

Down: 1. SCURRY; 2. OBTAINED; 3. CLAIM; 4. FREEZE; 5. WIGS; 6. JUDGEMENT; 7. PEN PAL; 8. POLYMATH; 15. CAB; 16. QUARTERED; 17. NEUTRINO; 18. TAR; 20. AQUEDUCT; 22. DIGEST; 23. PARITY; 25. LINKED; 26. VIXEN; 28. FATE.

CRYPTIC CROSSWORD

Congratulations to cryptic crossword competition winner Peter Pritchard, who was first out of the hat from the correct entries to last month's competition. Here are the answers to the February 2020 cryptic crossword:

Across: 1. BUCOLIC; 5. DEBORAH; 9. THROW; 10. AMSTERDAM; 11. OVERTAKING; 12. HILL; 14. DECRESCENDO; 18. UNANNOTATED; 21. JETS; 22. GIVE NOTICE; 25. CROQUETTE; 26. FLASH; 27. SENATOR; 28. SLENDER.

Down: 1. BUTTON; 2. CORTEX; 3. LAW STUDENT; 4. CLARK; 5. DISINFECT; 6. BREW; 7. RED GIANT; 8. HAMILTON; 13. ICED COFFEE; 15. CAT LITTER; 16. SUBJECTS; 17. HAWTHORN; 19. RIBALD; 20. ZEPHYR; 23. EVENS; 24. HUNT.

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We live in an age of self-promotion, and personal branding forms the bedrock of how you present yourself through your CV, LinkedIn profile, cover letter and other channels. With 92% of shortlisting decisions based upon the contents of CVs and 85% of shortlisted candidates checked out on LinkedIn, having a well-written CV and LinkedIn profile is critical. With this in mind, Nautilus Plus has negotiated discounts of 15%-20% from one of the UK's leading personal branding, CV writing and LinkedIn service providers.

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Deals & Discounts

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**Data from the Office of National Statistics

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*Terms and conditions apply to all benefits. See website for details. Offers subject to change without notice. Offers correct at time of printing. **T.M. Lewin** – Discount cannot be redeemed against previous purchases, used in conjunction with any other offer, voucher, discount code or gift card purchases. Excludes Loro Piana/Albini Ranges and Loake Shoes. Nautilus Plus is managed and run on behalf of Nautilus by Parliament Hill Ltd of 40 Gracechurch Street, London, England, EC3V 0BT who are authorised and regulated by the Financial Conduct Authority for non-investment insurance mediation under registration number 308448. Details can be checked on the Financial Services register by visiting the FCA's web site at fca.org.uk/register.

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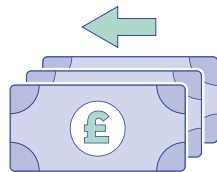
We work with training providers globally reaching more than 45 countries. We cover a vast range of courses including STCW, RYA, Offshore and Cruise courses. For shore-based staff we cover management, maritime law and port operations, and so much more.

Exclusive deals for Nautilus members



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Book your training and get **MONEY** back! Nautilus members receive enhanced **CASHBACK, REWARDS** and **NEGOTIATED RATES** when booking training on Tapiit.



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We have a large offline database of training providers and our team will be happy to help you find the course you want. Email info@tapiit.com to make an enquiry.