

| THE COUNCIL'S REPORT TO THE 2019 GENERAL MEETING

GLOBAL INDUSTRY GLOBAL WORKFORCE GLOBAL UNION





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Foreword from the General Secretary

The maritime industry is a global business, with a global labour market and it needs a global union to represent the professionals who make it work.

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

This report, produced for our 2019 General Meeting and approved by the Council, reflects on the strategic objectives and measures set out in our ongoing Strategic Plan and provides details of the work that has been done across the Union's specialist divisions to deliver for our members over the past four years.

Since 2015, we have worked tirelessly to protect and improve our members' jobs and working conditions at a time of drastic downturn in many sectors. We have ensured that the industry continues to be regulated properly, exposing poor employment practices and promoting decent work, as well as helping to secure significant improvements in the Maritime Labour Convention. And we have worked hard within the International Maritime Organization and the International Labour Organization to safeguard our members' health, safety and welfare, wherever their jobs may take them.

We have supported members in the face of a constantly changing global environment and have protected members at risk of criminalisation through our unrivalled global network of specialist legal support and our work to secure fair treatment for all seafarers.

We have campaigned effectively for policy changes on a global, European and national level, and for increased investment in the sector from government and industry to deliver a sustainable future for all. And we have helped to secure improved support for the training of the desperately needed new generation of maritime professionals.

As General Secretary, my focus for the past four years has been:

- ▶ Delivering on the agreed strategic objectives
- ▶ Expanding membership services
- ▶ Strengthening our organising and strategic campaigning work
- ▶ Enhancing our industrial, professional and legal work on behalf of members
- ▶ Increasing our global cooperation with like-minded maritime unions
- ▶ Improving communications and exploiting digital information opportunities
- ▶ Fighting discrimination and promoting equality of opportunity
- ▶ Protecting and enhancing the Union's long democratic traditions

Now we look to the future and the challenges we will face to ensure our successes continue. The maritime industry is being transformed by technology and whilst we are ready to embrace change, we must consider the impact on jobs and training opportunities to ensure our members are protected and supported.

We are constantly looking at the expectations of the new generation of maritime professionals and ensuring that Nautilus continues to provide valuable, relevant and important services for all new recruits. We also work to ensure that members continue to benefit from the international partnerships and relationships we have established with our colleagues and good friends at the International Transport Workers' Federation, the European Transport Workers' Federation, the International Federation of Shipmasters' Associations, and of course the Nautilus Federation.

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

I sincerely thank you for your continued support and cooperation and commend this report on behalf of the Council to the General Meeting.



Mark Dickinson
General Secretary, Nautilus International

Chair of the Nautilus International Council

I am honoured and privileged to have been Chair of the Council for the past four years and to welcome you to the 2019 General Meeting here in Rotterdam.



It has not been a quiet time for Nautilus and our members. With Brexit uncertainty, the job losses in the oil industry and ongoing criminalisation of maritime professionals, to name but a few issues, our members and the General Secretary with his staff have been under constant fire.

Still, for me, Nautilus has been a shining light in the developing darkness of the world. Despite becoming an international union in 2009, representing diverse views and backgrounds, it was heartening to see that the Council's decision to indicate for Remain in the EU referendum was made unanimously. The general lies, hatred and racism spread by many senior politicians did not fall on fertile ground here.

Nautilus, of course, supported our members who faced losing their jobs. When part of the industry closes down it is not under Nautilus's control to ensure that members can keep their work. What we can and always will do is negotiate for members and try to achieve the best possible outcome. However, the decision as to whether a job disappears is still the shipowner's/ employer's.

Criminalisation, as a threat to every ship's officer and master, is still kept alive by maritime administrations and prosecutors the world over. I have always wondered how that would help to reduce errors. So far, I have not found an answer. Nautilus is relentlessly campaigning on these issues and, with its network of specialised lawyers around the world and its collaborations with other maritime unions to bolster that global support network, affected members can access excellent support.

I consider Nautilus membership a must for every maritime and shipping professional. Those of us who have ever been in trouble at work and had Nautilus behind them will know that the comparatively small membership fee is an insignificant price to pay for comprehensive representation and support. It is a risk control measure which can hardly be beaten. If anybody thinks differently, I would recommend checking how much a solicitor would cost.

Shipping still makes the world go around and our members play a significant role in this business. So, despite being a relatively small union and professional organisation, we should always remember the importance our members' work has for both our national and global economies. Our Union's internationalisation, our competence and our openness are important parts of our strength and allow us to punch above our weight.

In this sense I look forward to a meeting with meaningful debates, respect for other opinions, but also time for meeting old friends and making many new ones.

Yours sincerely

Ulrich Jurgens

Chair of Council
Nautilus International



Strategic Plan

The Strategic Plan provides the foundation for Nautilus's work and takes account of General Meeting policy, the general views of members expressed - for example, in surveys - and the views of employees under Investors in People arrangements. In 2019, it underwent another extensive review to align it with the Union's 2030 vision and put a strong emphasis on organising and internationalism. The revision is produced as a separate document, forming part of the General Meeting documentation.

The Council

The governing Council is made up of 32 elected members, plus the elected General Secretary. Meeting up to four times a year, each member of the Council is elected for a four-year period of office, with half the members elected every two years. Therefore, elections were held in 2017 and 2019.

In the 2017 elections the following new representatives were elected: Ross Cleland, Andrew Corrie, Niels Groen, Dave Gorshkov, Paul McMillen. S.A.R Schravemade, Hans Seven.

In the 2019 elections, the following new representatives were elected: Samantha Belfitt, Graham Fisher, Fraser Matthew, Ashley Gale, Bari Khan, Harald Ludwig.

The following members left the Council between 2015 and 2019 and they are thanked for their service:

Richard Bodenmann, Joe Bowry, Alistair Butlin, Aike Cattie, Bob Doyle, Dave Gorshkov, Martyn Gray, Peter Lok, Fatai Oyedepo, Hans Seven, James Shaw, Karel Slootstra.

In 2017 and 2019 the Council elected the following, who with the General Secretary, Mark Dickinson, constitute the Officers of the Council:

Chair of the Council: Ulrich Jurgens
 Vice-chair: Wilco van Hoboken
 Deputy Vice-chair: Iain MacKenzie

As of 2019, the Council is:

UK Navigators (inc. shipmasters)

Samantha Belfitt, Tom Cardy, Ross Cleland, Andrew Corrie, Graham Fisher, Fraser Matthew, Malcolm Graves, Stephen Gudgeon, Paul Minter, Iain MacKenzie

NL Navigators (inc. shipmasters)

Henk Eijkenaar, Niels Groen

NL Inland navigation

Jan van der Zee

CH Inland navigation

Harald Ludwig

UK Rating

James Cameron

UK Engineers (inc. ETO, electrical engineer officers and radio engineers)

Russell Downs, Ashley Gale, Bari Khan, William Jackson, Elliott Layfield, Philip Lees, Paul McMillen, John Wainman

NL Engineers (inc. ETO, electrical engineer officers and radio engineers)

S.A.R Schravemade, Wilco van Hoboken

Other particular categories, including pursers and catering officers

Geert Feikema, Michael Lloyd, Jessica Tyson, Ulrich Jurgens



In the period between 2015 and 2019, the Council has continued to hold the General Secretary to account to ensure that the Union meets its Strategic Plan objectives and remains financially viable. In this regard, the Union remains financially strong but faces many challenges in the years ahead, not least the demographics of the membership.

The Council, therefore, supported the General Secretary's proposal to develop a longer-term vision towards the goal of ensuring financial sustainability. This has become known as the 2030 Vision and the General Secretary's aim, endorsed by the Council, is to develop a coherent and ambitious cost-cutting response to the many challenges, risks and opportunities that the Union and its members face over the next ten years and beyond. This will put the Union on a sustainable financial footing whilst maintaining the delivery of services and benefits to members.

With this theme in mind, the Council has already carried out reviews of meetings arrangements (see page 15) and the Rules (and Regulations), with a view to ensuring that they facilitate modern methods of working, communicating and engaging with the members.

The Council continued to oversee the Nautilus Welfare Fund although much of the detail is now reported to the UK National Committee in recognition of the charity being UK focused. However, the Council remains ultimately responsible for ensuring that the charitable objects continue to be met.

The Council has overseen the activities of the Union's various departments, such as Organising, Professional & Technical and Legal Services. The Council completed a review of the Union's legal work and agreed to cap the Legal Defence Fund at £2.5 million, keeping that level under review.

The Council has also received regular reports from the General Secretary on the Union's international activities in the organisations it affiliates to, including the International Transport Workers' Federation (ITF), the European Transport Workers' Federation (ETF) and the International Federation of Shipmasters' Associations, and by which means it maintains considerable input into the International Maritime Organization, International Labour Organization and the institutions of the EU.

The Council also carried out a review of the Union's UK-based investment portfolio, and agreed to a new Statement of Investment Principles and strengthened the Union's commitment to ethical investments. The Council also launched a review of the NL investment portfolio which is currently ongoing.

The Council ensured that the resolutions adopted at the 2015 General Meeting and Branch Conferences were acted upon; and monitored the delivery of the strategic campaigns plan to deliver 'Jobs, Skills, the Future', and other campaigns including those relating to fair treatment and shipboard communications.

Finally, Brexit, perhaps the most contentious issue of a generation, was extensively debated by the Council in April 2016. Having considered a thorough and detailed report from the General Secretary, the Council unanimously endorsed the position that, solely in the interests of the industry in which maritime professionals work, the Union should advise members that remaining in the EU was the best option. The Council instructed the General Secretary to set out the Union's view in the Telegraph and related articles on the Union's website. In the aftermath of the referendum result, the Union has campaigned tirelessly for the opportunities that were outlined by the Leave campaign to be fully exploited for the benefit of the UK shipping industry and for British seafarers.



National Committees

In addition to the Council, three national committees for the UK, Netherlands and Switzerland take responsibility for the issues for which they have domestic autonomy as set out in the Rules and Regulations.

UK Branch Committee

Twenty three UK Council members and five senior UK staff nominated by the General Secretary

NL Branch Committee

Eight NL members of the Council, 11 members from the advisory board of the Nautilus residual legal entity and the General Secretary

CH Branch Committee

One CH member of the Council, two members of the CH Executive Board, five members elected by the branch and the General Secretary

Each branch holds Branch Conferences and normally hosts an industry symposium on a contemporary issue of interest to members and the wider maritime community. These have been as follows:

2016

- UK** Jobs, Skills and the Future
- NL** Smart Ships: Fact or Fiction
- CH** Perspectives of new Trimodal Terminal, Basel

2017

- UK** Automation in Shipping
- NL** Investing in Maritime Professionals
- CH** Green Shipping in Inland Navigation

2018

- UK** Fair Treatment and the Criminalisation of Seafarers
- NL** Offshore Wind Opportunities
- CH** Swiss Flagged River Cruise Industry

2019

- NL** How to Sustain Fitness Onboard
- CH** Qualifications in European Inland Navigation and the Impact of Digitalisation on Skills

Executive Committee

The Committee has not been required to meet in the period since the 2015 General Meeting.

Establishments Committee

The Establishments Committee is 14-strong: ten elected members of the Council, the Chair, Vice-chair, Deputy Vice-chair and General Secretary. The Committee met four times a year and the Trustee Directors were also invited to attend in an advisory capacity.

Between 2015 and 2019, the role of the Establishments Committee was two pronged. Firstly, it had delegated responsibility to consider certain routine business items and take decisions thereon. Secondly, the Committee considered strategic and governance matters in detail and made recommendations to the Council. The Committee also considered in detail the Union's management accounts, budgets, investment and subscriptions policies; making recommendations to the Council as necessary.

Following a review, the Council decided in June 2019 that the majority of the Committee's responsibilities would be repatriated to the Council to avoid duplication. From 2020 onwards, the Committee will mainly focus on making recommendations to the Council on the future needs of the Union (essentially succession planning and long-term resource issues), making a recommendation in any election for the General Secretary and on the General Secretary's salary and employment conditions.

Trustee Directors

Under section 12(1) of the UK Trade Union and Labour Relations (Consolidation) Act 1992, trade unions are required to 'vest their property' in a trustee (either as individuals or as a corporate body).

Nautilus has opted to use a corporate body, Nautilus Trustees Limited. In accordance with the Union's rules, the Council appoints up to four Trustee Directors, on a recommendation from the General Secretary.

In many unions, the role of trustees is very much a formality. However, Nautilus has always taken the view that Trustee Directors should be able to make a significant contribution to its work.

They are:

- Henk Lafèbre
- Steven Clinch (From June 2018)
- Jim McAuslen
- Lesley Mercer
- John Lang (Until June 2018)

The Council wishes to place on record its thanks to John Lang for his 15 years of service as a Trustee of Nautilus International.

The Resolutions Committee

The Resolutions Committee consists of 12 elected members of Council and is responsible for ensuring that the policies determined by the members at General Meetings, via National Committees, and Branch Conferences are implemented.

A report from the Resolutions Committee was approved by the Council in December 2018 and an updated version is produced as a separate document, forming part of the General Meeting documentation.

RESOLUTIONS ENACTED

2015	2016
12	4
2017	2018
7	2

Professional and Technical Committee

The Professional and Technical Committee includes 12 elected members of Council, who discuss a wide range of issues of a professional and technical nature, including entry into enclosed spaces, ship communications in port, emissions and the polar code.

Since 2015, the Professional and Technical Committee has held eight meetings, with each used as an opportunity to update the Council members on developments in the industry and to

receive input and opinion on pertinent matters that can be fed into policy making.

The Committee's future focus is to monitor the impact of the introduction of new environmental regulations to the industry, to input into the review of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, and monitor the development of legislation for new technology and automation.

Young Maritime Professionals' Forum

The Young Maritime Professionals' (YMP) Forum focuses on discussions around the specific challenges facing young workers in the maritime profession and advising the Council on them; identifying the needs of young members to encourage their participation in the Union's activities.

The YMP has met formally at least twice a year since the 2015 General Meeting, coordinating activities alongside other events, including the annual youth development weekends held by the General Federation of Trade Unions and Pride in London. In March 2019, the YMP Forum timed its meeting with attendance at the ETF Fair Transport campaign and linked up young workers in the UK and Netherlands branches.

Issues that have been discussed include qualifications, mental health, 'sea to shore' career transitions and mentoring, amongst others.

Since 2016, the YMP has seen several members discussing LGBT+ matters within its Forum. The YMP has been joined by other members and guests from the maritime industry (including ITF) at Pride in London since 2016 - and, each year has seen growing numbers applying to attend.

Women's Forum

The Women's Forum focuses on discussions around opportunities for female members to engage in the challenges facing women in the maritime industry and advising the Council on them.

The Forum's pivotal aim is to ensure that female members can contribute to wider discussions on standards in the maritime industry, particularly as shipping and maritime is heavily male-dominated.

The Women's Forum has met twice yearly since 2015 and has established a guide for seafarers on maternity and paternity rights and another on bullying and harassment at sea.

Meetings are also held to promote maritime careers to females and identify the needs of women who contribute to the industry.

Review of Meeting Arrangements

With a view to ensuring that the resources of the Union are used effectively, a review was initiated by the Council of the meeting arrangements. The outcome of that review was endorsed by the Council in June 2019 and key outcomes are:

The Council will now meet three times a year (normally April, June and November). The agenda for the Council will include consideration of items previously delegated to the Establishments Committee and resolutions adopted at Branch Conferences and General Meetings, together with subject matter previously discussed by the Professional and Technical Committee. These changes will contribute to ensuring that the Council meetings are more engaging for the members elected to oversee the affairs of the Union.

The Women's and Young Maritime Professionals' Forums will be held together and continue to advise the Council within the terms of reference of the combined Forum.

The Professional and Technical Forum will continue to provide an opportunity for members to discuss wide ranging issues of the day, including those relating to the environment, health, safety, education and training. These discussions and any recommendations will be fed back to the Council as appropriate to inform policy making.

Branch Conferences will be held biennially in the UK (except in the year of a General Meeting, with the next one being in 2020) and annually in the Netherlands and Switzerland to comply with national law. National Committees will continue unchanged with the possibility of additional meetings as required.

Nautilus is also investing in technology to facilitate meeting engagement for elected members of the Council who cannot attend in person. Rules changes are also being proposed to aid this.





Organising

The organising goals of Nautilus International are to recruit, retain, empower, provide training and engage in collective bargaining for and together with, our members.

Organising encompasses industrial work, both collectively and individually; the recruitment of new members and delivering a service that ensures the Union retains existing members. Organising also includes administering to the needs of the membership.

Nautilus carries out negotiations on behalf of members where it holds Collective Bargaining Agreements (CBAs) directly with their employers, or at national level in sector-wide agreements, in the case of Switzerland and the Netherlands. Nautilus's goals in these negotiations are guided by the Council via industrial

objectives that are set each year. Chief amongst those goals is achieving real improvements in members' wages, overall employment terms and conditions and protecting jobs. The Nautilus Organising team continues to focus on conducting its industrial work in a professional and timely manner with close coordination between teams in all branches. Members continue to be consulted and informed about the Union's activities on their behalf. New areas of organisational influence and formal recognition have been pursued with some success. The Union's links to maritime and nautical colleges continue to be maintained and developed as required.

Replicating the cluster arrangements established in the Rotterdam administration, the UK Organising teams were restructured into Centres of Excellence focused on delivering for members in the ferry industry, the offshore industry and cruises and deep-sea sector. A fourth Centre of Excellence was created for recruitment, membership and large yachts.

Membership, Stability & Growth

Nautilus experienced an overall decline in membership over the past four years of 1,072, including 770 full members. In response, the Organising teams have continued to focus on infill recruitment within traditional areas of membership and redoubled efforts in greenfield recruitment areas, such as the large yacht and windfarm sectors. Since 2015, over 7,600 new members have been recruited across all branches of the Union, including nearly 1,500 cadets. Recruitment initiatives, such as Recruit a Colleague and Yacht Friends of Nautilus have so far yielded nearly 400 new members since 2015.

Many of those who have left the Union will have done so as a direct consequence of job losses. This has been felt most acutely in the offshore oil and gas sector. It has been estimated that the sector has lost some 50,000 jobs because of the oil price collapse. The Organising team has fought, with some success, to minimise redundancies and ensured the Union is positioned to improve terms and conditions when a sustained upturn in the oil and gas market returns.

It has been estimated that the sector has lost some 50,000 jobs because of the oil price collapse

Nautilus has maintained service levels to members whilst adjusting to new organising activity. Successes include the signing of new agreements in the windfarm sector, and introducing new services in the yacht sector, which together have ensured that membership in those sectors has risen by around 40%. In the Netherlands, together with the national trade union federation (FNV), Nautilus is leading the way in organising and regulating labour in the wind offshore energy transition.

The Swiss maritime fleet has reduced from 50 to just 30 vessels, hitting membership levels. In response, Nautilus has focused on steadying the decline through more ship visits and further developing strong relationships with companies and crew and seeking to recruit and secure agreements in the expanding river cruise sector.

The Organising team has also been looking at the opportunities for recruiting in the fisheries industry following the adoption of the International Labour Organization Convention on Work in Fishing and its ratification by the UK. This Convention has the potential to change the relationship between fishers and their 'employer' because they will be required to have an employment agreement.

Signing New Agreements

There has been an ongoing decline in the number of Collective Bargaining Agreements (CBAs) held by the Union, particularly in the UK. This is primarily due to consolidation, company transfers and winding-ups.

Nautilus has responded by targeting new areas for partnership and recognition agreements such as in the large yacht and windfarm sectors. In the UK, a two-step approach has seen the achievement of partnership arrangements with companies internationally, which aim to nurture trust and confidence in the relationship between the Union and employers.

In the offshore sector, employers are now approaching Nautilus to discuss recognition, including Acergy, Smit, Shell and the Bibby Line Group.

Substantial progress has also been made in the large yacht sector, with several new strategic partnerships established to increase the Union's sphere of influence and marketing opportunities. The scope and diversity of these organisations have created new opportunities for Nautilus to build strategic partnerships in the sector, covering such services as financial advice, yacht management, crewing agents and payroll providers.

Localised yacht representation and resource has been maintained in Antibes and this has helped the Union deliver on both industrial and legal issues, in several high-profile

cases. In addition, the UK Maritime & Coastguard Agency Authorised Service Record Book service has contributed to increases in membership.

Nautilus has spent time building a relationship with the National Workboat Association. Latterly, the Union also signed several windfarm collective bargaining and partnership agreements. In the Netherlands, Nautilus and FNV have engaged in a major greenfield project to organise and regulate labour on issues such as responsible procurement and mobility.



Offshore Organising Activity

Members in the offshore sector have been struggling for several years, however, the Union is now seeing members start to regain the benefits and terms and conditions they had lost. The Union's national and international offshore work is coordinated across the three branches. This has included partnering with affiliates of the International Transport Workers' Federation (ITF) and the European Transport Workers' Federation (ETF) as well as other trade unions in the UK, Netherlands and Switzerland.

Nautilus is an active participant of the ITF Offshore Task Force and has supported and received support from other members of the group. The dispute with Borr Drilling, a subsidiary of Paragon based in the Netherlands, demonstrated the strength of international cooperation between Nautilus's branches. Through the offshore coordinating work, UK members and other trade unions joined the action against Borr Drilling's planned redundancies. This coordination led to the company agreeing to reinstate nearly 20 members of staff.

Nautilus has also focused on arranging meetings with almost all employers in the offshore sector with a view to growing partnerships, gaining recognition and further protecting members' jobs.

The Union successfully conducted protests when Vroon Offshore refused to negotiate a CBA, which led to a renewed relationship. At Heerema Offshore, Nautilus protected jobs and negotiated a redundancy package when a reorganisation was unavoidable.

Protecting Members' Jobs

One of Nautilus's key priorities has been protecting members' jobs. This has been pursued under the banner of the campaigning objective set by the General Meeting in 2015, 'Jobs, Skills, the Future'. The Union has used a number of strategies, including gaining publicity and the threat of industrial action to achieve success.

In the Netherlands, jobs were saved at Stena Line through the high-profile threat of industrial action. In the UK, dispute resolution remains a key strategy while balloting goes through legal procedures. The Union has used the legally-required 14 days between the ballot and the industrial action processes to reach a resolution. In every recent case in the ferry sector, where this process has been used, it has been successful.

At P&O Ferries, Nautilus brokered an improved redundancy package, which protected the jobs of members. Meanwhile, at ODV Maritiem and its successor, the Union effectively supported industrial action and political lobbying for jobs and occupational health and safety for bridge operators.

In a dispute with Orkney Ferries, which involved the public and private sectors and a number of different trade unions, Nautilus achieved a settlement acceptable to members.

The Union also provided support to members after the bankruptcies of Flinter - Abis and CFL - and many seafarers were successfully reabsorbed by the sector following a negotiated job security clause covering the national CBA for the Dutch Merchant Navy.



New Sectors

Nautilus has continued to explore new areas for organising activity within its sphere of influence – maritime and shipping, including inland waterways transport. The Union looks for new partnerships with employers to ensure trade union representation, support for members and for proper and effective regulation of the industry.

This approach has been particularly successful in the windfarm sector. Since 2018, the Union has promoted a charter to ensure high standards in working conditions, wages, employment, job security, contracts, food safety and adequate training, in line with regulations introduced in the Maritime Labour Convention.

Alongside the National Windfarm Association's nearly 100 employer members, Nautilus has worked to develop trust and support between members and employers. This was a vital step in signing the sector's first agreement with Bibby Offshore as the vessel operator, and Netherlands-based Atlas as the employer. Nautilus now has five agreements in the sector.

In the Netherlands, Nautilus and FNV have started important work to organise and regulate the sector, as well as to influence political processes related to a fair energy transition under the slogans, 'No Energy without a CBA' and 'Energy is free, labour is not'.

Nautilus first entered the yacht sector 12 years ago and now has an office and an honorary delegate in the South of France, responsible for all current issues. In 2018, the Union created a 'Friends of Nautilus' category of membership, allowing seafarers to access Nautilus communications and a Service Record Book at a reduced subscription fee. This has generated membership growth.

Nautilus has focused on the river cruise sector for long-term growth as it contains approximately 1,500 qualified boatmen working across Europe, operating under the Swiss flag. Organising the sector is the primary ongoing strategy to achieving collective bargaining agreements with employers there. Liberal labour laws in Switzerland, which greatly benefit employers, present challenges to the organising team, but work continues undiminished.



Legal Services

Maritime and shipping professionals face a range of legal issues whilst at sea, which are not experienced by workers in other industries. In particular, criminalisation following involvement in a maritime incident has been widely discussed amongst unions and seafarers and is recognised as a serious problem.

Nautilus provides legal advice and assistance to members involved in such incidents, as well as those who have other issues at work, such as a personal injury or employment disputes. The following sets out a summary of Nautilus's legal work in the UK, the Netherlands and Switzerland, as well as referring to some international and national legislative changes and developments.

The Maritime Labour Convention

The Maritime Labour Convention (MLC) came into force on 20 August 2013, and has now been ratified by 93 states representing 91% of the world fleet and, therefore, has global application. It even applies to non-MLC ships visiting states that have ratified the Convention through its 'no more favourable treatment' clause.

Nautilus has been heavily involved at many levels to ensure that the MLC delivers for seafarers, from its inception at the International Labour Organization (ILO), its amendments, its implementation into EU law and the legal systems in the UK, NL and CH.

The MLC is a 'living instrument', which can be amended to respond to the needs of seafarers, shipowners and maritime administrations. Nautilus has been at the forefront of work related to the three sets of amendments to date, as well as conceiving ideas for future improvements. A summary of the 2014, 2016 and 2018 amendments (respectively) include:

- > Shipowners are now required to ensure that ships carry a financial security certificate to cover the costs of:
 - (i) repatriation of abandoned seafarers, wages (up to four months) and other expenses:
 - (ii) their liabilities for contractual claims relating to death or personal injury due to an occupational injury, illness or hazard as set out in national law, the seafarers' employment agreement or collective agreement
- > Shipowners should take account, in a health and safety context, for issues arising from bullying and harassment, as well as the latest version of the International Chamber of Shipping/International Transport Workers' Federation Guidance on Eliminating Shipboard Harassment and Bullying
- > Maritime administrations may extend the validity of a Maritime Labour Certificate for up to five months for compliant ships, and cases where it cannot immediately issue a new certificate
- > For seafarers who are held captive on or off a ship as a result of acts of piracy or armed robbery against ships, their seafarer employment agreement will continue to have effect and their wages and other entitlements under the Seafarers Employment Agreement or national laws (including allotments), shall continue to be paid



Nautilus 24/7

Since establishing the Nautilus 24/7 service, in October 2015, to help members around the clock, wherever they are in the world, there have been nearly 950 cases, assisting over 1,250 members.

These are wide ranging and include cases on abandonment and repatriation, contractual issues, unfair dismissals, bullying and harassment, unpaid wages, maritime incidents and other legal issues and welfare matters. Calls are also received from non-members wishing to join the Union. Members can contact Nautilus through LiveChat on the website, phone, text, email and Skype.

Joint Assistance and Support Network (JASON)

In 2016, the department chaired a two-day legal workshop, attended by the legal officers and advisors of the Nautilus Federation unions. It highlighted the Federation's commitment to ensuring that members can access their rights to fair treatment in the event of their involvement in an accident or incident at sea.

From this, the Joint Assistance and Support Network (JASON) was created to prevent seafarers from being victimised after maritime accidents and to ensure that they are treated by authorities in accordance with the International Maritime Organization (IMO)/ILO Guidelines on Fair Treatment of Seafarers in the event of a maritime accident, as well as other national and international safeguards.

The JASON network and Nautilus 24/7 complement each other in ensuring that members can get advice and assistance on just about any work-related matter at any time of the day or night.

Nautilus carried out a survey into seafarers thoughts about criminalisation at sea

90%

of seafarers surveyed said they were worried about criminalisation of maritime professionals

1 in 5

respondents said they had been involved in a legal incident during their career on the sea

70%

said the fear of criminalisation has a negative impact on their feelings about working at sea



Securing Compensation

The following cases, in which substantial sums of monies were recovered, show the value of Nautilus membership.

IMO Shipping

Nautilus has campaigned tirelessly over the past four years to aid seafarers and maritime professionals secure compensation when their incomes or savings have been compromised for various reasons. In the Netherlands, pensions are always a focus for the legal team, as they are a quarter to one-fifth of a member's income in retirement. Since 2004, Nautilus has been in talks with IMO Shipping regarding non-compliance with a Collecting Bargaining Agreement (CBA) on members' pension rights and growth. Over a ten-year period, the Union has kept up pressure and, in 2018, recovered more than €300,000 worth of members' pension claims generated over the decade, without having to take the case to court.

The Union arrested the vessel on members' behalf, recovering a further \$330,000 in unpaid wages

Indian Empress

Another of the legal department's key successes over the past years was securing payment for the crew of the superyacht, Indian Empress, which was impounded in Malta in a dispute over the owner's failure to pay wages for many months.

The owner of the Isle of Man-flagged vessel, Vijay Mallya, was in severe financial trouble and, in January 2018, appeared at Westminster Magistrates Court, in the UK, fighting an application to have him extradited to India on charges of alleged fraud.

Nautilus represented the affected crew members and engaged the (MLC) financial security provisions to recover more than \$615,000 from the P&I Club. The Union also arrested the vessel on members' behalf, recovering a further \$330,000 in unpaid wages, this being in excess of the four months' wages covered by the MLC's financial security provisions. Indeed, the case highlighted the importance of the MLC's financial security system, without which, the crew would have been without relief until the arrest proceedings were concluded.

Legal Services Helpline

The UK Nautilus legal helpline offers advice on a wide range of legal matters to members on non-work-related issues, as well as to their relatives living at the same address. Since 1 October 2015, it has received many enquiries, as set out below:

Total enquiries: 113

Member (107)

38%	Regarding wills
21%	Regarding dispute resolution
10%	Regarding personal injury
7%	Regarding employment

Family (6)

33%	Regarding personal injury
33%	Clinical negligence
17%	Dispute resolution
17%	Regarding family issues

Brexit

Since the UK referendum result on 23 June 2016 to leave the EU, the department has been considering the legal implications of Brexit.

Nautilus has fought hard to ensure that seafarers have been included in EU workers' rights, including the extension of important employment law directives (on collective redundancies, transfer of undertakings, European Works Councils and Consultation and Information), as well as the implementation of the MLC into EU law. At this stage, it is unknown what the long-term effects of Brexit will be, however, EU derived employment rights will be preserved during any transition period. Thereafter, at least for the short-medium-term, they should be preserved in the UK by virtue of the European Union (Withdrawal) Act 2018 in its current form. However, a 'no deal' scenario may cast some uncertainty over the preservation of some EU derived rights.

Nautilus is working hard to ensure that, whether a withdrawal deal is secured or not, seafarers' voices are not overlooked in future discussions. The department is working hard to ensure that EU derived rights will continue to apply to seafarers.

UK personal injury, accidents and disease

Since October 2015, the legal department of Nautilus has undertaken 82 personal injury, accident and disease cases, including:

- › Equipment related injuries
- › Slips, trips and falls
- › Asbestos related diseases
- › Hearing damage, including tinnitus
- › Amputations
- › Burns and scolds
- › Stress

UK employment cases

Since October 2015, the department has been involved in 124 employment dispute cases, including:

- › Redundancies and other dismissals
- › Discrimination
- › Transfer of undertakings (TUPE)
- › Unpaid wages
- › MLC and seafarer employment agreement claims
- › Settlement agreements

In the same period, the department recovered more than £600,000 in compensation

Dutch Legal Issues

Nautilus's Dutch branch has focused on individual and collective employment law cases, including against Van Oord and DFS, concerning the wrongful application of a CBA. Both were won by Nautilus, though Van Oord appealed against the verdict of the Court of Rotterdam to the High Court.

In the DFS case, the Court ruled that the company could not refuse to pay annual wage rises during poor financial periods, suggesting alternatives, including reduced bonuses. All employees have now received outstanding payments.

In 2019, shipping company, CFL, was declared bankrupt. Nautilus gave legal advice and assistance to members employed by CFL and secured a payment agreement to ensure members were remunerated.

Nautilus also dealt with a criminal case concerning one member, a captain, who had to appear at the Dutch Criminal Court in Amsterdam, following an error by his first officer. Supported by the Union, he was acquitted.

In other cases, conflicts were resolved after liaising with employers, and employment contracts of several members

were checked and reviewed. In several cases, wages claims were paid after threats of legal action by Nautilus. On 1 April 2020, the Wet Compensatie Transitievergoeding will come into force, entitling employers who have paid employees who have been on sick leave for more than 104 weeks to a refund from the UWV (Employee Insurance).

Two important employment law changes have been approved by the Dutch Parliament. In 2020, 'Wet Arbeidsmarkt in Balans' will be enacted, improving conditions for employees with flexible contracts, for instance, requiring employers to offer full-time contracts to workers who have been in regular work for 12 months. Furthermore, an organisation will only be able to recall an employee back for a short-term work engagement if it gives at least four days' notice.

On 1 April 2020, the 'Wet Compensatie Transitievergoeding' will come into force, entitling employers who have paid employees on sick leave for more than 104 weeks to a refund from the UWV (Employee Insurance).

Swiss Legal Issues

In addition to many employment disputes that were resolved by correspondence, several matters were successfully concluded through litigation including, unpaid overtime, unfair dismissals due to participation in a union campaign against Viking and a personal injury claim for disability compensation. Nautilus is also appealing an important case to the Federal Court in Berne where the lower court ruled against members who had challenged an employer's action in unilaterally varying contractual conditions relating to pay modalities.

Important legislation for inland waterways

Directive 2014/112, implementing the agreement on working time between the European Barge Union, the European Skippers' Organisation and the European Transport Workers' Federation, came into force in January 2018. It provides that, during a 12-month period, the average working week amounts to 48 hours. Since it is in the interest of employers and employees (who have travelled from overseas), to work, if required, up to 72 hours a week, this is permissible so long as there is an unequivocal working time registration, equivalent holiday periods or even a compensation payment at the end of the season.

Professional & Technical Services

Nautilus's Professional & Technical (P&T) Services team focuses primarily on upholding the high international standing of the professional qualifications of members and promoting their interests in technical and safety issues that affect their work.

The P&T team helps ensure that members' training and certification is sufficient to carry out their jobs effectively and efficiently, whilst maintaining a high standard of safety at sea today – and in the future.

At a time when Western European seafarers are coming under increased pressure from lower cost labour, the department sees to it that members' Certificates of Competency continue to be recognised as the 'gold standard', therefore guaranteeing continued demand in a competitive market. In addition to actively participating in the development of international standards for training and certification at the International Maritime Organization (IMO), the P&T team works to ensure effective implementation of these at national level. Thus, members' skills and qualifications meet the current and future needs of shipowners and there is a clear incentive to employ UK, Dutch and Swiss seafarers over cheaper alternatives.

Nautilus's members work globally and the P&T team ensures that they are represented in international forums. The team participates in several organisations looking at training, development and safety within the industry. The team is committed to representing the views of members at every level; advising on policies, reviews and guidance for shipowners and employers everywhere.

Nautilus attended meetings with the IMO as a representative of the International Federation of Shipmasters' Association (IFSMA), as well as the International Transport Workers' Federation (ITF), on issues affecting members.

The P&T team provides extensive input into the work of the European Transport Workers' Federation (ETF), providing the organisation with advice and assistance. Nautilus has been heavily involved in European projects and initiatives, including

the SkillSea scheme, which aims to identify skills gaps for current and future seafarers. Nautilus is also involved in special interest groups associated with the IMO, including the International Lifeboat Group, made up of shipowners, unions, nautical institutes and naval architects, which improves the safety of lifeboats. Another, the Human Element Industry Group, raises the profile of human element issues within the IMO.

Towards Union goals in the UK, the P&T team has been actively working with the National Maritime Occupational Health & Safety Committee, which Nautilus co-chairs, to discuss issues relating to health and safety onboard. Nautilus also co-chairs the Warlike Operations Area Committee, which discusses the safety of seafarers within designated high risk and warlike operations areas. This, in conjunction with participation at the National Maritime Security Committee, allows Nautilus to react to developing situations and be certain that guidance issued is adequate to ensure the safety of members working in such areas.

Nautilus also holds the chair of the UK Merchant Navy Training Board Technical Committee, looking at the development of training programmes within the industry and ensuring members' qualifications remain relevant as the industry develops.

In the Netherlands, members' interests are represented through the committee structures of the Department of Infrastructure and Water Management (formerly Department of Infrastructure and Environment), the Liveability and Transport Inspection (IL&T), health and safety service ARBO commission Vereniging Platform Maritiem (formerly the General Commission for the Prevention of Seafarers' Accidents at Work) and several non or semi-governmental bodies dealing with safety and education issues.

Nautilus continues to participate fully in the work of the IFSMA and is represented on the IFSMA Executive Committee. Through IFSMA's NGO status in IMO, Nautilus has been able to actively participate in IFSMA's work. Moreover, Nautilus has played a major role in formulating IFSMA's Strategic Plan and in identifying the five key challenges that IFSMA has to face in future:

- Skills and competence of ship's crew
- Criminalisation of the shipmaster
- Operation of ships of the future
- Safety management
- Public relations and communication

Finally, Nautilus produced and presented the following papers at several IFSMA Annual General Assemblies, which were applauded by its affiliates worldwide.

- Firefighting equipment and lifesaving appliances
- Ballast water management
- Failure of the regulatory system and influence of the insurance market on the criminalisation of shipmasters



Successes

Over the last four years, the P&T team has:

- Advanced proposals making the installation of CCTV cameras on passenger ships mandatory
- Lobbied the industry to provide life saving appliances and safety equipment which are suitable for all users
- Taken an active role in the review of IMO guidelines on fatigue
- Been involved in a review of relevant safety guidance and amendments to mandatory instruments in order to reduce the number of lifeboat accidents
- Successfully resisted proposals to reduce safety regulations on cross-channel ferries
- Advised several government consultations
- Provided input to a review of the process for recognition of seafarers' certificates in the EU
- Utilised the results of the EU-funded Project Horizon research to introduce new watchkeeping patterns
- Ensured that high quality accommodation is available ashore for seafarers working onboard Dutch non-continuous trade vessels where there is none onboard
- Helped reform the Dutch nautical education system to enable increased mobility for seafarers and preserve nautical colleges in the Netherlands

As a union, Nautilus recognises that technological developments are likely to have an enormous impact on the industry in coming years, but it is vital that they are introduced for the right reasons and improve safety and the working lives of people onboard.

The P&T team has been involved in several successful high-profile campaigns on the importance put on the wellbeing of current and future seafarers. With the increased recognition of the wellbeing and mental health issues in the sector, Nautilus has taken part in several projects aimed at improving the wellbeing of members, including developing guidance on the issue.

Another key focus has been providing tomorrow's adequately qualified seafarers, which includes developing new pathways into the industry. Among these are the development of apprenticeship standards, reviewing existing training to ensure its continued relevance and identifying current and future skills gaps and ensuring that they are addressed.



The department has achieved a number of successes in the past four years. In the UK, the Union was successful in securing increased funding from the government for the SMarT initiative to support the training of future seafarers.

Nautilus has consistently called for this, including as part of the Jobs, Skills and the Future campaign, to bring it in line with aid provided by many other maritime nations. In 2018, the government agreed to joint proposals from the Union and the UK Chamber of Shipping to double the annual SMarT budget to £30million, potentially also doubling the number of officer trainees. New SMarT Plus funding also contains a mechanism to help newly qualified officers struggling to find post-qualification employment.

As technology progresses, Nautilus will continue to focus on the effect that increased automation may have on seafaring jobs and what actions need to be taken to ensure the positive impact of technological advances on seafarers.

Nautilus has taken part in the debate at the IMO as part of a regulatory scoping exercise to determine how the international regulatory framework may apply to the operation of automated ships. The Union submitted papers to the IMO for consideration, including the results of the Nautilus Federation survey of members, to ensure the IMO hears the opinions of the seafarer. This was the first time their voice has been heard in the conversation.

The P&T team has been involved in several successful high-profile campaigns on the importance put on the wellbeing of current and future seafarers



Welfare

The Union works on many levels to ensure that the welfare needs of its members are being properly addressed.

Much work is undertaken at national level in organisations such as the Merchant Navy Welfare Board in the UK and is rightly considered at Branch Conference level. Pensions and social security issues contribute greatly to the wellbeing of our members and they form part of the branch agenda so are not repeated here. More details can be found in the various Branch Conference reports available at the General Meeting.

The Council of Nautilus International is also the Trustee of the Nautilus Welfare Fund (a registered charity) and as such details are provided in this report of the charity's activities.

The Nautilus Welfare Fund

The Nautilus Welfare Fund is a UK-registered charity administered by the Union. The charity offers a range of specialist services to support retired necessitous seafarers and their dependants, including accommodation services at Mariners' Park, in Wallasey. The 16-acre site on the banks of the River Mersey is the focal point for the charity's work. Here, there are 125 homes, mostly bungalows and apartments, plus a residential and nursing home, creating a unique maritime community.

Development of Trinity House Hub

To ensure the welfare of seafarers in need continues to be prioritised, Nautilus created a specialised facility - the Trinity House Hub - opened in 2014. The extra care housing scheme initially comprised 18 apartments for residents, as well as a range of communal facilities and 24/7 support staff.

The second phase of development - the Seafarers UK Centenary Wing - was opened by HRH The Earl of Wessex, in June 2017, creating an additional 22 apartments and significantly expanded the scale of accommodation the charity could offer. A games room was also added at the request of the residents.



Developing dementia services at Mariners' Park

The Nautilus Welfare Fund ensures that the care provided at Mariners' Park continues to be of a high standard, with services continually improved and adapted to meet the changing needs of residents.

One such development was the new specialist wing within the care home to support individuals with significant levels of dementia. Specialist training was provided for the care team and the team was further strengthened in 2017 with the appointment of an Admiral Nurse – a specialist in dementia care, delivered in partnership with the Seafarers Hospital Society and Trinity House.

Nautilus also created a specialist dementia garden, where sufferers have the independence to enjoy the fresh air in a safe environment. This combination of care and support means Nautilus can offer a range of bespoke dementia services, both to residents and their families, one of the best ways to help those living with dementia.

Growing and modernising accommodation

Over the past five years, the charity has carried out extensive renovation work, replacing some of the older houses with modern two-bedroom bungalows. In February 2019, it opened John Fay House with the support of a significant grant from the International Transport Workers' Federation (ITF) Seafarers' Trust. Three pairs of old semi-detached houses were replaced with 12 new apartments and a guest ensuite room, all fully accessible.

A focus for the charity has been the development of accommodation for veteran merchant mariners, those who have supported the British Armed forces in times of conflict. Thanks to help from the Aged Veterans Fund, two new bungalows and two new apartments have been built specifically for them.

Caseworker expansion

One of the key concerns for retired seafarers is that their financial situation can sometimes be precarious and sporadic. Therefore, the charity provides a caseworker service in Merseyside, Hull and Grimsby, to visit them in their own homes and ensure they are receiving the welfare benefits and grants they are entitled to. In 2017, the service was extended to Glasgow and there are plans for another in Belfast. The Nautilus caseworker service is supported by Seafarers UK and Aged Veterans Fund.

In 2017 alone, Nautilus caseworkers supported 420 seafarers and generated almost £1,000,000 for them in benefits and grants. Many retired seafarers are now thousands of pounds a year better off because of the programme.



FNV Nautilus Career Advice Centre Werkenaanwerk



In 2017, Nautilus partnered with FNV to set up a Rotterdam-based FNV-Nautilus union advice centre within the national FNV ‘Werkenaanwerk’ project.

The initiative was developed to support maritime professionals to refocus their careers and get them back in the workforce, as well as help Nautilus and FNV to recruit members.

Nautilus and FNV received a subsidy from the Dutch government to experiment with a local and sectoral trade union role in career counselling for maritime professionals. The programme worked with those requiring assistance, to find out what skills they had and what type of position they were looking for. It also acted as an advice centre to help maritime professionals in danger of dismissal or those who had recently lost their job. They were also provided with guidance on new training, job placement and coaching.

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Through Werkenaanwerk, Nautilus has been able to offer high quality career counselling and support as an innovative and empowering new service to various personnel, including cadets and maritime professionals reintegrating in to the profession or moving from work at sea to a shore job.

As a subsidised project, Werkenaanwerk was in operation from January 2017 until December 2018, during which the service was also open to non-members with no costs involved. The exercise ended in January 2019 with very good results and the service is currently being integrated into regular FNV and Nautilus trade union work, which is restricted to members.

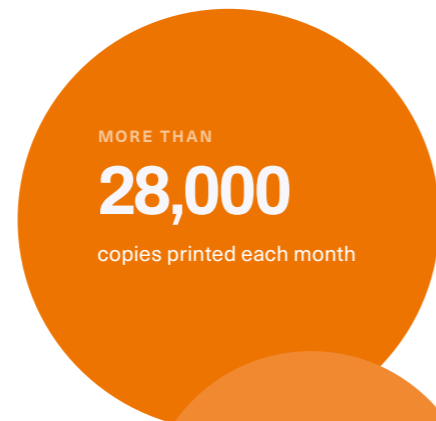
Campaigns & Communications

Nautilus Telegraph

More than 28,000 copies of the Nautilus Telegraph are printed each month and are distributed to 90 different countries around the world. Following feedback from members, the Nautilus Telegraph was redesigned in 2017 and relaunched as a magazine-style publication in January 2018.

The move from a broadsheet newspaper format to a smaller, magazine layout, has meant the Telegraph is easier to read on the move and the updated design ran concurrently with the Union's new website redesign to ensure all design was consistent.

To keep up with the faster pace of news reporting, the website has become the focus for the Union's news communication and the magazine has broadened its focus on features and in-depth investigative reporting.



Website

An adaptive and responsive website is of paramount importance for Nautilus International members. In 2018, the decision was taken to build a new website, which better reflected and met the needs of members.

After a scoping, designing, building and optimising process, a new website was launched on International Workers' Day, on 1 May 2018. The goal was to make it easier for maritime professionals to access key information on the Union, their industry and their employment rights, wherever they are in the world.

An important change was the improved user journey. The new site makes joining the Union much easier with no unnecessary barriers placed in the way of gaining new members. The new site can be easily accessed on a PC, tablet or mobile and on low bandwidth. The site also restricts the amount of data needed to access the it, so seafarers who have to pay for their access at sea should not incur high costs when staying in touch with their union.

The website has also been built to store a large amount of content and allows members to access breaking news and

important content with ease via a clearly designed 'News & Insights' landing page. Members can access the latest news, their membership records and request support from the Union instantly. They can get urgent support and advice via the 24/7 messaging and phone line.

Members have access to a personalised area where they can amend and update their records, seek advice and guidance from Union representatives and save money via Nautilus Plus deals and discounts. The new site is responsive and optimised for mobile, tablet and desktop, ensuring information is easily accessible no matter what the format.

Nautilus and its digital agency are continually working to ensure the standard of the website is maintained and remains ahead of the ever-evolving technological landscape. They also plan a full online review, in 2021.

Strategic Campaigns

Nautilus's strategic campaigns activity was launched in 2015 to bring a stronger focus to the campaigning activity of the Union and increase its presence across an increasingly wide spread of media platforms. It delivers on the Strategic Plan objectives of campaigning on key issues affecting members and the sectors in which they work, and providing and enhancing the Union's reputation and image with external bodies and opinion formers.

Job, Skills and the Future Campaign

As part of its commitments, made at the General Meeting in 2015, to be a more campaigning union, Nautilus launched the Job, Skills and the Future initiative across its three branches.

At the launch of the campaign, an animation was produced in Dutch and English, which highlighted the importance of the maritime industry to the public. Titled 'What have seafarers ever done for us' in English and 'Nautilus International kiest voor echte banen in de scheepvaart' in Dutch, the three-minute animations were viewed over 40,000 times.

In the UK, the campaign, was pursued mainly with the launch of a ten-point 'Charter for Jobs'. At the end of the four-year campaign, significant progress had been made on each of the Charter points.

Two additional animations were produced, building on the theme and messages of the first animation and highlighting the Charter for Jobs. 'Securing Britain's Future as a Global Maritime Leader' focused on the support government and industry need to provide for a secure maritime future and was viewed over 25,000 times. 'What has the EU done for the Maritime Industry?' focused on ensuring that seafarers voices were heard during the Brexit debate and was viewed over 20,000 times.

In Switzerland, the campaign was central to a recruitment drive for the river cruise industry. The Union focused on this sector, where workers were largely unorganised, and terms and conditions were being eroded as companies bought in staff from lower paying countries to force all wages down.

UK Highlights include

- The UK government calling for a review of Certificates of Equivalent Competency after members persistently contacted their MPs with their concerns around the issue, even after the Department for Transport initially rejected the need for a review
- Working with the UK Chamber of Shipping to call on the government to commit an additional £15 million for SMaT Plus
- The expansion of Maritime UK to develop 'one voice' for the maritime industry and support the development of a national maritime strategy with government

Campaigning work has therefore focused on increasing the Union's visibility among river cruise workers, ensuring that potential members understand who Nautilus International is and that we support their Jobs, Skills and Future.

The campaign was used by members in the Netherlands who took action in various sectors, including the successful protests at Paragon/Borr Drilling. Many Dutch companies had begun to cut jobs and replace them with cheaper foreign workers and the Union wanted to stop them replacing 'good jobs with bad jobs', thereby affecting the very future of the maritime industry in the country.

Fair Treatment

Nautilus launched a survey to understand if unfair treatment and criminalisation had changed much in the eight years since it first researched the subject, in conjunction with Seafarers' Rights International. It also wanted to gain an understanding of whether members' views and experiences of criminalisation in the industry had changed. The survey was completed by over 600 maritime professionals across the Nautilus Federation. The findings were published in a report, which will be released at the General Meeting. Nautilus is also developing a mobile app for members to be able to keep the advice with them at all times and also keep notes of any incidents they are involved in.



Connectivity at Sea

The Connectivity at Sea Campaign called for a shake-up of the industry to provide good quality, low-cost internet for all. A survey of seafarers was completed by nearly 2,000 Nautilus International members and the wider maritime community on their ability to access communications for personal use when at sea. The Union also surveyed shipping companies to gain information about the level of access they give their seafarers, how provision differs for shore and sea-based personal and what reasons they felt there were for not giving seafarers better access to communications. A report on the survey conclusions was produced and achieving 'low- or no-cost, good quality internet connectivity onboard' added to the Union's industrial bargaining objectives.



Automation Report

A report on Automation in Shipping was compiled, following a survey of almost 900 seafaring members from more than 12 different countries in the Nautilus Federation, to understand their views on the issues surrounding new technology and autonomous ships and the potential effect on maritime jobs. It was designed to give a voice to maritime professionals who would be affected by a potential move towards autonomous vessels as the technology is developed. Results showed seafarers are extremely concerned that automation could threaten their roles, with nearly 84% saying they see it as a threat, with respondents also expressing concern for safety at sea should automation come into use. The Nautilus survey was submitted to the International Maritime Organization (IMO) through the International Transport Workers' Federation (ITF), alongside a paper setting out the Nautilus/ITF position on the debate. Both papers were welcomed by the IMO and will be taken into consideration in the ongoing IMO regulatory scoping exercise.



Media Relations

Over the last four years, the communications team has worked with PR agency, **Definition** (formerly Acceleris) in the UK, to issue more than 100 press releases to local, national and international titles, as well as specialist maritime media.

They generated more than 1,800 pieces of coverage in the UK, Netherlands and Switzerland. Around a quarter were across national print and online media, reaching more than 2.7 billion people and helping raise Nautilus's profile and key messages with influencers, journalists, social commentators and the public.

Increased consumer awareness has also put pressure on governments to act in protecting seafaring interests.



Highlights

- In the UK, a feature in the Guardian in 2018 by renowned journalist Polly Toynbee drew attention to the plight of the crews abandoned in the UK onboard the Malaviya Seven and Malaviya Twenty, and increased her knowledge of the maritime sector
 - Continued media attention and political lobbying eventually succeeded in getting the laws changed on the ability of Dutch-flagged vessels to use private security guards onboard
- In the Netherlands, the industrial action taken against Borr Drilling due to potential job losses generated a large amount of press and TV coverage and helped put pressure on the company to negotiate.
 - In Switzerland, media coverage is helping to put pressure on river cruise companies to improve terms and conditions for staff and sign CBAs

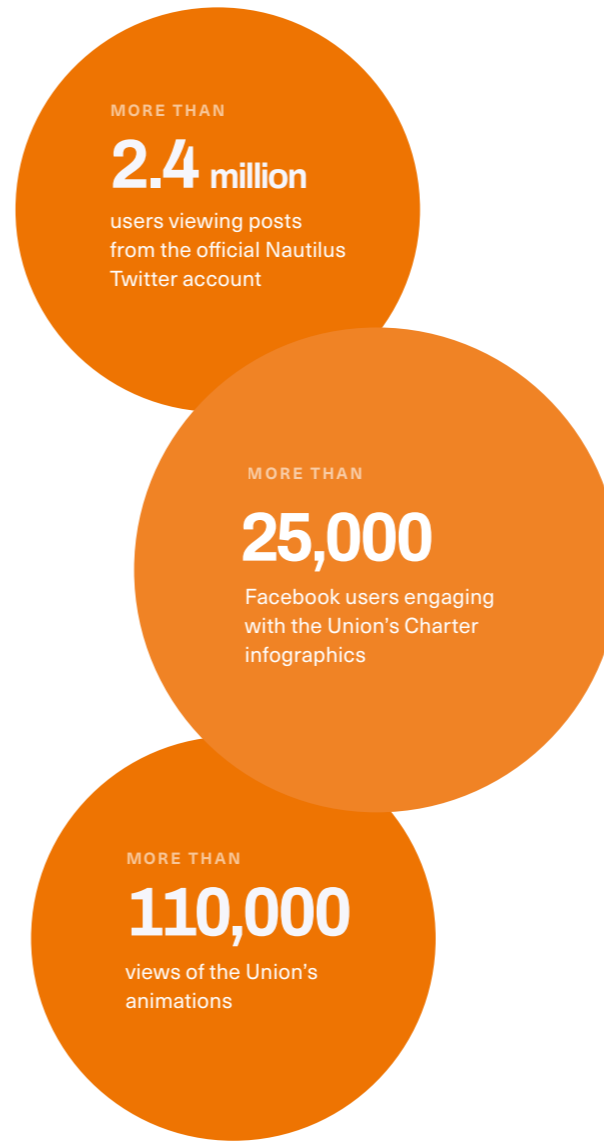
Social Media

Nautilus's content strategy for social media channels has led to an increase in Facebook likes from 4,970 to 6,630 – up a third in less than four years – and from just under 7,025 to 10,300 Twitter followers – up 46%.

Activity has also generated huge reach and helped boost visibility of Nautilus's brand and key messages to target audiences online.

The department's activity has included the production of a series of animations to demonstrate the importance of the maritime profession and video content showcasing Nautilus's senior management team and key Union developments.

It has also used social media to launch targeted stakeholder engagement campaigns, utilising visual components, including specially created GIFs and infographics, to progress objectives outlined in Nautilus's Charter for Jobs.



Over the past four years, Nautilus's social media activity has resulted in:

- More than **2.4 million** users viewing posts from the official Nautilus Twitter account
- More than **110,000 views** of the Union's animations, which have subsequently been used for educational purposes in colleges and schools in the UK and the Netherlands
- More than **25,000 Facebook users** engaging with the Union's Charter infographics, gaining the Union almost 100 new Twitter followers
- Meetings with high-level decision makers following targeted Twitter activity calling for a change in the system for issuing CECs, culminating in the announcement of a review announced in January 2018
- Nautilus's official YouTube channel sharing content to more than **2,700 subscribers**



European Transport Workers' Federation

Nutilus is affiliated to the ETF - a pan-European organisation - which embraces transport unions from across the continent. Its maritime transport section brings together 70 unions from across 33 European countries, providing a powerful voice to more than 270,000 seafarers and boatmen.

The ETF works to promote and protect the European maritime skills base and wider maritime clusters. It also advocates for high professional standards for seafarers and boatmen within the European Union and across the rest of the continent and campaigns for the eradication of social dumping and the establishment of a level playing field for all those who wish to trade in European waters.

Nautilus has actively supported the ETF's work via its maritime transport section. The General Secretary serves as the Chair of the

EU Committee and sits on the ETF MTS Steering Committee. He is also the elected spokesperson in the EU Sectoral Social Dialogue Committee for Maritime Transport.

Activities over the past four years have focused on securing employment and training opportunities for European seafarers and boatmen and enhancing their employment rights. Key successes for seafarers include securing social partner agreements to bring Maritime Labour Convention (MLC) amendments into EU law. The social dialogue discussions have also sought to advance the concept of a European Maritime Space, enhance social protection in the EU, promote health and safety and wellbeing of seafarers and future-proof the careers of maritime professionals with the launch of a major EU project called SeaSkills, of which Nautilus is one of three trade union partners. Key successes for boatmen include the progress made on ETF River Cruise Campaign and the Towards a Sustainable Crewing System project.

International Cooperation

International Cooperation

Nautilus has represented members' interests on a wide range of international bodies including the European Transport Workers' Federation (ETF), the International Transport Workers' Federation (ITF) and the International Federation of Shipmasters' Associations (IFSMA).

Working with these organisations, Nautilus has actively taken part in the various institutions of the European Union, the International Maritime Organization (IMO) and the International Labour Organization (ILO) in furtherance of the Union's Strategic Plan.

Likewise, Nautilus has also continued its work to foster strategic partnerships with likeminded unions representing maritime professionals through the medium of the Nautilus Federation which seeks to enhance practical solidarity and pool resources.



ETF Campaigns

Thanks to the ongoing practical support, information, and guidance from Nautilus, the ETF River Cruise Campaign has been demanding fair, safe and equal jobs for everyone working in the European river cruise sector. With substantial contributions from Nautilus's Swiss and Dutch branches, taking part in days of action in both Basel and Rotterdam, alongside practical assistance and collaboration with other ETF affiliates, the River Cruise Campaign has received widespread press attention and made significant strides towards securing Collective Bargaining Agreements (CBAs) with major river cruise operators.

Nautilus has supported the ETF's Fair Transport Campaign, which incorporates a specific Fair Shipping Campaign, to secure the creation of a European Maritime Space without social dumping. This aims to establish fair employment conditions for all seafarers based on the principle of European standards in European waters. The culmination of the Fair Transport Campaign was a week of action and a demonstration in Brussels in March 2019, with union members from across Europe – including from Nautilus – converging to highlight the ETF's call for decent working conditions across the continent.



International Transport Workers' Federation

The ITF is a democratic and affiliated organisation representing 16 million transport workers globally, including nearly one million seafarers. The ITF is recognised as the world's leading authority on transport workers.

Representing seafarer and boatmen unions in 147 countries, including all three branches of Nautilus International, the ITF campaigns for justice and decent work for the world's 1.2 million seafarers. It seeks to eradicate flag of convenience shipping, works to raise standards and fights for seafarers' rights, whilst protecting the vulnerable and eradicating exploitation.

The ITF inspects ships, signs collective agreements establishing minimum standards of working conditions and works with international agencies to help seafarers when they're in need of assistance. In the four years since the last General Meeting the ITF recovered over £100 million in backpay for seafarers.

Nautilus has continued to support the work of the ITF in pursuance of the Strategic Plan.

ITF campaigns

In the period under review it is worth highlighting several ITF successes which have been secured with the assistance of Nautilus.

Nautilus took part in the International Bargaining Forum (IBF) negotiations for a new international framework agreement covering the period 2019-2022. The ITF secured a wage increase of 2.5% in 2019 for seafarers working under IBF CBAs. In addition to this, an enhanced 'dockers clause' was also agreed, laying out procedures for loading and unloading operations in port to better safeguard the right of dockers to do that work and ensure ships' crews remain safe.

Nautilus led the ITF delegation to the ILO Joint Maritime Commission Sub-Committee on Seafarers' Wages that successfully negotiated an increase of 4.5% in the ILO minimum wage for seafarers. This is the only internationally agreed minimum wage applied to an entire industry.

The Union was represented at an ILO sectoral conference, tasked with addressing the gap in recruitment and retention of seafarers and the barriers to work opportunities for young and women seafarers. Several topics were discussed, ranging from cadet berths to career mobility, sanitation and medical examinations. Nautilus and the other unions present were supported by many European governments in seeking the abolition of mandatory pregnancy testing for women seafarers. A future programme of work has been developed to include promoting internet connectivity at no or reasonable cost, raising awareness of mental health, gender-appropriate personal protective equipment and the establishment of mentoring and networking programmes for women seafarers and groups vulnerable to discrimination.

The Union developed a bullying and harassment module for an ITF Seafarers' Trust and World Maritime University distance learning course on the topic of maritime welfare. Entitled MARI-WEL, the course's videos, lectures, and activities can be followed anywhere in the world. The course was designed for all maritime professionals working with seafarers at sea or ashore, including ship management companies.



ITF Congress 2018

The ITF's 44th Congress saw more than 2,000 delegates from 495 unions and 127 countries gathering in Singapore for a week of sectoral and plenary conferences, to set the ITF's agenda for the transport industry for the next five years and beyond.

Nautilus participated fully and actively supported several motions at the Congress, including those promoting the global adoption of the ILO Seafarers' Identity Documents Convention (to facilitate seafarers joining and leaving and transiting to their vessels and shore leave) and those calling for a strategy for further improvement of the MLC. Nautilus also brokered a proposal calling for a comprehensive review of the ITF's Mexico City Policy – which covers minimum conditions onboard merchant ships – to include concerns over unfair competition from some national flags, cabotage and bilateral arrangements. At the Inland Waterways Transport Conference, Nautilus tabled a motion backed by attendees to call for action to further improve the working conditions in the river cruise industry.

Nautilus also spoke in support of a motion calling for the ITF to promote LGBT+ rights with other global union federations. This was the first time that this diversity strand has been brought formally into the ITF's work programme. The motion was adopted unanimously and will feature across numerous activities over the inter-Congress period towards the next Congress in 2023.

Nautilus representatives attended the Women's Conference, which endorsed a work plan covering matters such as violence at work, menopause, access to clean toilets, employer support following domestic abuse and the impact of automation.

Nautilus was represented at the Youth Conference, where precarious work, outsourcing and age discrimination were raised, alongside under-representation of young workers in some union structures. Here, it was noted that young transport workers will be disproportionately affected by digitalisation and automation, as they face a larger proportion of their working lives with these issues. The conference also agreed that unions have the opportunity and potential to harness IT to make their organisations 'fit for the future'.

At the Congress Assistant General Secretary Olu Tunde was re-appointed as a Lay Auditor of the ITF. Deputy General Secretary Marcel van den Broek, National Secretary Holger Schatz and International Organiser Danny McGowan were appointed to the Fair Practices Committee and the General Secretary Mark Dickinson was elected as one of the vice-Chairs of the ITF Seafarers' Section. In this capacity he is also an officer of the International Bargaining Forum and an ex-officio member of the ITF Fair Practices Committee. Professional & Technical Officer David Appleton was appointed to the steering committee of the ITF's Maritime Safety Committee.

The Nautilus Federation

The Nautilus Federation is a group of 21 likeminded trade unions representing professionals working in maritime and inland waterways.

The Federation's goal is to enhance practical international solidarity, improve cooperation and share resources for the best interests of members. The Federation develops joint policies on issues facing members – from criminalisation, to fatigue and automation. The Federation retains a consultant to support the work of the ITF in the IMO.

A survey was conducted on automation and a report produced detailing maritime professionals' views on autonomous shipping. With ITF and International Federation of Shipmasters' Associations (IFSMA) support it was submitted to the IMO and provided a strong background for the organisation to use in its assessment of the legal and regulatory framework governing the operation of autonomous vessels.

In the spirit of practical solidarity the Nautilus Federation launched the Joint Assistance and Support Network (JASON). JASON provides members of affiliate unions with reciprocal advice and support if they are involved in an incident within a port, territory, territorial waters or onboard a vessel flagged in one of the countries covered by the cooperation arrangements. In addition, it launched a Fair Treatment checklist, providing members with actions to follow if their vessel is boarded by officials, a search is carried out, an interview is conducted or they are detained or arrested.

As part of the JASON scheme, all members of Nautilus Federation affiliates can access Nautilus 24/7 for an immediate response to any emergency situation.

The Federation also conducted a survey of members on the topic of Fair Treatment and Criminalisation and produced a report.

The affiliates of the Nautilus Federation are:

- Australian Institute of Marine and Power Engineers (AIMPE)
- Australian Maritime Officers' Union (AMOU)
- ACV Transcom-Maritime (Belgium)
- Fédération Générale des Transports et de l'Environnement (FGTE-CFDT, France)
- Danish Maritime Officers (DMO)
- Finnish Ship's Officers' Union
- International Organization of Masters, Mates and Pilots (IOMMP, USA)
- Marine Engineers' Beneficial Association (MEBA, USA)
- Merchant Navy Officers' Guild - Hong Kong (MNOG-HK)
- Nautilus International (CH)
- Nautilus International (NL)
- Nautilus International (UK)
- Norwegian Union of Marine Engineers (NUME)
- Officers' Union of International Seamen (OUIS)
- Seafarers' Union of Croatia (SPH-SUC)
- Singapore Maritime Officers Union (SMOU)
- Singapore Organisation of Seamen (SOS)
- Swedish Maritime Officers' Association (SMOA)
- La Unión de Capitanes y Oficiales de Cubierta (UCOC, Panama)
- La Unión de Ingenieros Marinos (UIM, Panama)
- New Zealand Merchant Service Guild (NZMSG)

The General Secretary has extended an invitation to all members of the Federation to attend the General Meeting.

Finance

Nautilus continues to be financially strong, robust and viable. The system of internal controls is sound and sufficient to disclose material deficiencies and provide members with reasonable assurance that assets are safeguarded against loss from unauthorised use.

What has been achieved

Finances are kept under regular review and the annual statutory audit is conducted by external chartered accountants, Haysmacintyre LLP, with input from auditors in the Netherlands and Switzerland. The reports resulting from the audit are presented to the General Secretary and management team, the Establishments Committee and the Council for approval. A separate detailed financial report is provided to the General Meeting.

The overriding objective of the finance team, outlined in the department's Strategic Plan, is to ensure that the Union continues to be independent and financially viable. The key tools used to ensure that this has been met are:

- › Annual budgeting
- › Management accounts
- › Rolling five-year estimates
- › Review of the Statement of Investment Policy
- › Review of the investment portfolio performance
- › Statutory annual accounts audits and reports
- › Annual reviewing and setting of membership contributions
- › Regular and up-to-date cashflow statements



Over the past four years, the finance department has continued to provide the necessary resources to allow other departments to fully discharge their duties in meeting members' needs.

It does so by ensuring that the financial base of the Union is maintained according to the Council's policy. This includes taking fiscal decisions in advance, maintaining and annually calculating reserves and balancing subscription income and controlling costs.

In addition, rigorous annual budgeting, cost control and tendering processes allow member services to be maintained and adequate financial resources allocated to resolving their legal issues. The Union continues to fund offices in Switzerland, the Netherlands and the UK.

All statutory reports and submissions were completed on time, the accounts duly audited and given an unambiguous, unqualified 'clean bill of health' by the Union's auditors and approved by the Council.

Nautilus's investment in the UK is operated under the United Nations Ethical Principles for Responsible investment. Nautilus Investment in the Netherlands is under the FNV GBF Ethical Policy.

The Statement of Investment Principles was reviewed for good governance purposes with help from a reputable financial advisor with experience in the charity and not-for-profit sector.

Between 2015 and 2019, Nautilus invested considerable funds into the development of a new website and Customer Relationship Management (CRM) software, both of which are dynamic, agile and nimble, therefore providing better service to members. Both investments have received positive feedback from Nautilus members.

Four Years' Finance at a Glance

For the full and completed audited accounts, please see the separate report

	£000			
	2015	2016	2017	2018
Income — subs and contribution	5,521	5,997	5,930	6,132
Income — others	824	740	871	706
Expenditure — salary & pension deficit	3,454	3,757	3,865	3,801
Expenditure — others	2,950	3,228	3,338	3,953
Exchange rate gain/(loss)	(452)	1,273	322	151
Total operating surplus/(deficit)	(58)	(248)	(402)	(915)
Investment gain/(loss)	99	10	198	65
(Losses)/gain on revaluation of investment	349	1,109	802	(1,047)
Investment holding market value	15,268	17,085	17,651	15,984
Investment cost value	13,141	14,193	14,730	14,394
Surplus/deficit to reserves	329	1,204	821	(1,172)
Net asset — balance sheet	15,875	17,080	17,901	16,728

Appeal and Donations

Each year Nautilus receives appeals for donations from a wide variety of charitable and like-minded organisations.

The procedure agreed by the Council is that the General Secretary has the delegated responsibility and authority to deal with any routine request up to £500.

Any appeal higher than that, or not routine in nature, is referred to the Establishments Committee for approval. However, in the case of emergency appeals from bodies such as UNICEF and the Disasters Emergency Committee, the General Secretary, in consultation with the Chair of Council, can authorise a donation up to £5,000.

The Establishments Committee approves the annual budget for charitable donations and the covenant amount paid into the Charitable Aid Foundation (CAF), which is reviewed every four years and receives regular updates of donations made in between Committee meetings.

Good causes appeals fall into two categories:

- > **Charitable payments**
 These are to registered charities and are made through the CAF account in the name of Nautilus.
- > **Donations**
 These are made to organisations that are often charitable in nature but are not registered as a charity with the Charities Commission.

Breakdown of total paid, with categories:

Purpose	Charitable Payments	Donations
Marine	£40,050	£13,515
Educational	£18,050	£13,577
Medical	£3,550	£2,770
Disaster relief	Nil	£15,270
Aid to third world	£3,800	£880
Children	£2,300	£4,940
Age	Nil	£670
Assistance unemployed and families in need	Nil	£1,120



Nautilus Welfare Fund

The Nautilus Welfare Fund (NWF) is a separate legal entity, with its own charitable objectives and memorandum.

The NWF is administered by the Union through the UK National Committee, with the Nautilus Council as its managing Trustee and Nautilus Trustees Ltd the Custodian Trustee. The Nautilus Welfare Fund is a charity registered with the Charities Commission for England and Wales number 218742.

Its aims are:

- Providing accommodation and, if required, residential or nursing care
- Making annual pensions or one-off grants
- Providing or paying for goods, services or facilities
- Making grants to other people or bodies that provide goods, services or facilities to beneficiaries
- Developing new and enhanced services for beneficiaries by means of research or otherwise and, where appropriate, in conjunction with other organisations or individuals

Nautilus Welfare Fund four years' finance at a glance

For the full and completed audited accounts please see separate report.

	2015	2016	2017	2018
Income charitable activities	£2,883,868	£3,618,506	£3,236,623	£3,781,346
Charitable expenditure	£2,939,109	£2,979,328	£3,081,472	£3,224,182
Investment gain	(£264,345)	£617,155	£532,832	(£732,229)
Net movement transfer to reserves	(£319,586)	£1,256,333	£687,983	(£175,065)

The NWF Committee

The NWF Committee – the Managing Trustees – meets four times a year. It receives the relevant management report, the investment review report, the review of the Statement of Investment Principles, the annual investment manager’s presentation, the annual budget, the five-year rolling estimate and the capital renewal programme from the Director of Finance – during which, the charity’s finances are explained, including any variances and the anticipated outcome.

Over the last four years, the charity has completed the building of both the Trinity House Hub and the Seafarers UK Hub, John Fay House and renewal of bungalows in Cunard Avenue and Ismay Drive, together with the ongoing refurbishment of other properties.

The Council continues to approve the annual budget and approves the annual audited accounts.



Administration

CRM

In January 2016, Nautilus set out to build a new customer relationship management system (CRM) for the existing website – the first for the Union. The system was developed with members in mind, with the ability to store data in the UK, Netherlands and Switzerland.

With data protection regulations changing since the last General Meeting, in 2015, the new CRM had to be fully GDPR compliant. New members signing up had to be told where their data will be stored; that it will be safely stored; and will not be used for any extraneous marketing or operational reasons, other than the ones stated in the signing up process. The new CRM not only meets GDPR but is also built to a standard where data management operations and analysis are time efficient.

The system allows Nautilus to interrogate where members are, gives them the ability to update their details online and, most importantly, empowers them to get more out of the Union.

It also complements Nautilus's new website. Both these internal and public platforms have the same high standards of functionality – built with any user, colleague or member in mind.

Secretariat

Starters

2015

Steven Gosling
Hans Walthie
Steven Kennedy
Charley Ramdas
Sascha Meijer

2017

Martyn Gray
Alessandra Ramtour
Sulaika Wanga

2018

Piet Dorflinger
Ingrid Schimmel
Martyn Coleman
Louise Allen
Christo de Waal
Ingrid van Stijn

2019

Liselotte Struijs
Heather Wood
Helen Kelly
Michel Steketee

Leavers

2015

Pepijn van Delft

2017

Steven Gosling
Angela Fransooijs

2018

Allan Graveson
Steven Kennedy
Jonathan Havard
Daan Troost
Maarten Keuss
Carl Kraijenoord
Andrew Linington
Nick Bramley

2019

Debbie Stroombergen
Christo de Waal

Nautilus Awards

Nautilus makes several awards to members and other maritime professionals, listed below for their achievements:

The Nautilus Bevis Minter Award

The Bevis Minter Award recognises trainees in the industry who demonstrate determination and a particularly positive attitude to succeed in their chosen career. The winner is nominated by their college and can be at any stage of officer training.

2018	Andras Hatsek
2017	Declan Fyans
2016	Declan Rogers
2015	Caera Kimmitt

The Nautilus Award for the Most Socially-Minded Professional Yacht Cadet

This award is presented on a yearly basis, at the end of phase one of the United Kingdom Sailing Academy's professional yacht cadetship. It is given to the cadet who looks out for others, motivates their team and helps get the best out of their colleagues, as well as themselves. The prize is a Leatherman multitool – a practical item, useful for any deckhand working onboard a superyacht.

2019	Jean Paul Baudains
2018	Charlotte Reynolds
2017	Lisa Maycock

Nautilus / Inmarsat Photo Competition

2015	Captain Richard Turnbull David Barfoot
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The Nautilus Award for the Most Socially-Minded Dutch Student

This award is presented to the student who supports and encourages their team and gets the best out of all they work with.

2019	Lyone Poulo Mike Koelstra Roos Mijnlief
2018	Jesse Schievink Frank Klok Maroussia Janssen
2017	Floris van Os Wouter van Rijs Bryan ten Dam
2016	Femke van Klink Jesse Rob Joeri Neels

Upcoming Awards

Recipients of the following awards will be announced at the General Meeting 2019 (where made):



The Nautilus Award

This award recognises exceptional professional work by members. At the General Meeting 2015, it was presented to the crew of RFA Argus, who played a key role in the UK mission to combat the spread of the Ebola virus in Sierra Leone.

The Nevins & Griffiths Award

The Council considers a wide range of criteria in determining this very special award, including acts of bravery, community work, academic achievements and Nautilus activity. At the General Meeting 2015, it was presented to Gordon Thompson, for his service to the Union following his 20-year role as a Trustee Director.

The General Secretary's Award

This new award recognises the achievement of activists, such as a Lay Rep/Cadre Leden/Vertrauensleute, who have shown exemplary determination and commitment to the Union's goals and support of their fellow members.

Honorary membership

The Rules of the Union allow honorary membership to be conferred by the Council on any person it regards as having given outstanding service in the furtherance of the interests of the Union or its members. This award is only granted rarely, with the last three recipients being John Prescott MP, in 2001; Lord Murray of Epping Forest, former Trustee of the MNAOA and then NUMAST, in 2002; and, in 2013, Cleo Dombia-Henry, Director of the International Labour Standards Department of the ILO.

The Victoria Drummond Award

Presented to women and men whose achievements boost the profile of women at sea, this award was presented to Captain Barbara Campbell at the General Meeting 2015. It was awarded in recognition of her distinguished maritime career and her volunteer and charitable work with the Sail Training Association and Jubilee Sailing Trust.

Awards & Recognition

Nautilus has been recognised with a range of awards since 2015, from individual honours within the maritime industry to the Union's achievements, which acknowledge the work of the Union's staff.

<p> Merchant Navy Medal 2018 Mark Dickinson</p>	<p> Merchant Navy Medal 2017 Allan Graveson</p>
<p> British Empire Medal for services to seafarers' welfare 2017 Mike Jess</p>	<p> International Transport Workers' Federation Gold Badge for distinguished services 2018 Nick Bramley</p>
<p> Shortlisted for best dementia nurse specialist/lead 2018 Alison Ellison</p>	<p> Seahorse environment journalist of the year 2017 Andrew Linington</p>
<p> Investors In People 2017 – 2020 Nautilus International</p>	<p> International Seafarers' Welfare and Assistance Network Dierk Lindemann Welfare award 2018 Nautilus Welfare Fund</p>
<p> Overall Best Association, Association Excellence Awards 2018 Nautilus International</p>	<p> Gold Charity/Not-for-Profit category, Public Relations & Communications Association (PRCA) Dare Awards 2018 Nautilus International</p>
<p> Bronze, Overall Best Association, European Association Awards 2019 Nautilus International</p>	<p> Silver, Best Association Website, Association Excellence Awards 2018 nautilusint.org</p>
<p> Highly Commended, Best Communication for reps and activists, TUC Communications Awards 2019 Nautilus eChristmas card</p>	<p> Winner, Best Membership Communication, Journal, TUC Communications Awards 2017 Nautilus Telegraph</p>
<p> Winner, Best Membership Communication, Digital, TUC Communications Awards 2017 nautilusint.org</p>	<p> Highly commended, Best Designed Communication, TUC Communications Awards 2017 Nautilus Campaigns</p>
<p> Winner, Best Membership Communication, Journal, TUC Communications Awards 2015 Nautilus Telegraph</p>	<p> Winner, Best Membership Communication, Digital, TUC Communications Awards 2015 nautilusint.org</p>
<p> Highly Commended, Best Membership Communication, TUC Communications Awards 2015 Maternity and Paternity guidelines</p>	<p> Merit, Best Use of Digital Media 2015 nautilusint.org</p>

Obituaries

Arnold Sta

Former official of the Federatie van Werknemers in de Zeevaart (FWZ) and long-standing friend of Nautilus, Arnold Sta died on 25 September 2016.

Arnold attended the Maritime Academy, in Amsterdam, before joining the then VNS (United Dutch shipping company), where he served for nine years. He then moved to the Association of Captains and Officers in the Merchant Navy (VKO) and the FWZ, which later became Nautilus NL.

Arnold served as Treasurer from 1988 until 2002 and was a part-time advisor to Nautilus until September 2012. He also worked with various Dutch maritime welfare organisations and had been a director of the Merchant Marine, Seafish and FNV pension funds.

Bob Elliott

Bob Elliott was an official in the UK from October 1961 to his retirement, in February 1990, although he continued to work part-time for a further five years. He passed away on 11 December 2017, aged 89.

Bob was an apprentice, third, second and Chief Officer with Elder Dempster Lines from 1944 to 1958 and went on to join the Merchant Navy and Airline Officers' Association (MNAOA) as Assistant District Secretary in the Liverpool office, in 1961. He was appointed Regional Secretary in Liverpool, in October 1965 and continued in that role until his retirement.

The Liverpool office was frequently the training ground for new staff who were able to draw from Bob's considerable knowledge and experience. His conduct in negotiations with many companies and his management of the regional office function were exemplary.

John Thomson

John Thomson passed away in August 2019 following a long battle with cancer.

John began his seagoing career with BP in 1964 and rose to the rank of Chief Engineer in 1996, following numerous spells ashore. He became a consultant in 2008 and wanted to put something back into the industry. He was involved in the Professional & Technical Forum of Nautilus and went on to be elected as its Chair in 2015, until ill health led to him having to reduce his commitments.

He was also a passionate supporter of young maritime professionals and acted as a mentor as well as being a regular maritime ambassador, talking to school children about a career at sea.

Billy Parker

Billy Parker passed away on 1 August 2019, aged 87. He became a member of the Merchant Navy and Airline Officers' Association (MNAOA) in 1975 whilst working for Common Brothers. He went on to work for Seaforth Maritime as Chief Officer.

Billy began working for the MNAOA in 1976, as a District Official in the South Shields office. He was appointed to the Aberdeen office in 1980 and became a District Organiser at that time.



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