

NAUTILUS AT WORK

How 'Brexit election' could provide a chance to secure shipping commitments

EDUCATION & TRAINING

Participants wanted for Nautilus-backed research into future skills needs

NL NEWS

Introducing the new FNV/Nautilus Offshore Wind team

MN IN WARTIME

Remembering colleagues and forebears who served with the Merchant Navy

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Editor's letter

telegraph

With the long months of northern European winter ahead, many of us could treat ourselves to a cruise holiday in warmer climes. Fancy the white beaches of the Caribbean? You can for a mere £319 pp.

But how many of us would be happy to take that same cruise if we knew the people tasked with our safety were being paid less than our local high street barista? Would we still sip our cocktails in carefree bliss if we knew many of the highly trained crew are on salaries below the UK National Minimum Wage? That some staff are being paid significantly less than that? Or would that drink start to taste sour in our mouths?

This month we look at low pay in the cruise sector, where global operators are exploiting highly-qualified seafarers and encouraging social dumping on our shores, **pages 28-29**. It kicks off our Fair Pay at Sea campaign, where we argue for a National Minimum Wage for seafarers while in domestic UK and European waters, among other conditions, **pages 25-27**.

And with yet another UK election approaching, we are seeking to influence British politicians to ensure an appreciation for a strong Merchant Navy, a commitment to growing the maritime skills base and support for decent pay and conditions, **pages 30-31**.

Fair Pay at Sea is a long-term goal. But if you, like me, are also interested in quick wins, then vote with your wallet this winter and opt for a cruise holiday with an operator that knows the value of our seafarers – and pays them well.

Helen Kelly

Nautilus International
Head of Communications

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▲ Mark Dickinson and former MNAOA official Tom Harding after the Tower Hill remembrance ceremony

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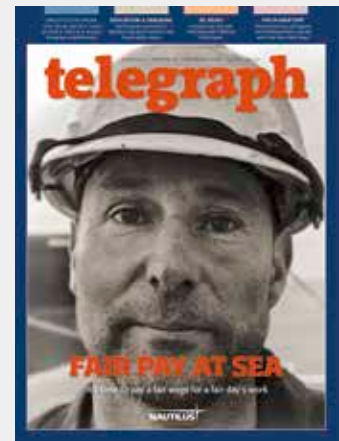
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Cover image: Paul Hankin



WHERE'S MY TELEGRAPH?

If you have moved recently, your home copy may still be trying to catch up with you.

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

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



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Mark Dickinson MSc (Econ)

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

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Comment

Brexit may be the reason for the UK general election this month, but this is also a chance to secure commitments to our industry, says Nautilus general secretary **Mark Dickinson**

As I write this, the UK is again in full election mode. One would expect that Brexit will continue to dominate the debate in this general election. But it is much more than a re-run of the 2016 referendum. The debate in the wider trade union movement here is about the need for more and better jobs, about climate change, and the need for workers to get a pay rise. Average wages in the UK have only just recovered to the levels prior to the global financial collapse of 2008/2009.

These are all issues with a strong resonance with our members. Brexit maybe the backdrop and context for this general election but these bread and butter issues are also extremely important. With the latest polling data showing a narrowing of the gap between the two major political parties it is starting to feel as if a hung parliament is the most likely outcome. Whatever your party-political preferences, I urge all our UK members to ensure you are registered to vote. If you will be away at sea on 12th December, then be sure to register for a proxy vote.

I am often asked about Brexit by colleagues in our Dutch and Swiss branches and by many of our sister unions in Europe and beyond. So, I am not going to make any apologies for the parochial nature of this comment piece. I know from the many questions I get asked that our members wherever they live remain very interested in what is going on here in the UK. They do struggle, though, to understand why we would want to leave the EU, and they express concern at the prospect that it will diminish our standing on the global stage.

Whatever the outcome of the general election in the UK, whether we leave the EU with a deal or not, whether we have a second referendum on EU membership, I try to remain optimistic about the future for our industry and for maritime and shipping professionals. Don't get me wrong, there are some real issues of concern, and I am not blind to the risks that these seismic changes

● ● ●
Whatever your party political preferences, I urge all our UK members to ensure you are registered to vote – and by proxy if you will be away at sea on 12 December




Mark Dickinson at the Nautilus General Meeting in Rotterdam earlier this year

may present for our industry. As an island nation with a proud maritime history, we do though need to elect politicians who appreciate the need for a strong Merchant Navy, who are committed to growing a maritime skills base that can feed into a vibrant maritime cluster. If we can secure such commitments, I am confident that the demand for the services of our members will remain strong. Therefore, I will be writing to all the main political parties setting out the policies that we believe will deliver for our nation and for Nautilus members.

On an even more parochial note, this month I attended my first meeting of the Board of Britannia Maritime Aid. This is an exciting new charity which has been launched with the aim of funding and operating a British-built merchant ship, manned by UK seafarers, which will have the dual purpose of operating as a disaster relief platform and a sea training vessel for cadets, apprentices and trainees. The BMA aims to provide an effective and regular means of directly delivering overseas humanitarian aid and skills training on a year-round basis to communities in need, and – when required – to provide direct, fast and cost-effective emergency response to disaster hit islands and coastal commonwealth countries. I am really pleased to lend our support to this important initiative.

In closing, and as we approach the Christmas holidays my thoughts turn to our members – maritime and shipping professionals – who will be away from their loved ones delivering 90% of everything, including much that makes Christmas so special.

On behalf of the Council of Nautilus International and all our staff I wish you all a very merry Christmas and a happy New Year. 

INBOX

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

What's on your mind?

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

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

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

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

Ship visitors need safety markings

At the recent Merchant Navy Welfare Board annual conference in Southampton, we discussed ways of improving the conditions and welfare of seafarers, but there was little discussion on ship visitors' welfare.

During one of the forums, I asked if anyone had an accident in their visit to ships, and six people raised their hand out of 80 persons.

My own accident occurred after I had arrived on the deck of a ship. As I made my way to the mess room, I tripped over the winch rope, which was about



400mm above the deck, just after a crew member passed me on the opposite direction going off the ship. I landed on

the steel deck but not before trying to break my fall with putting forward my forearm. I knew immediately I had done damage with the nausea I felt. I couldn't get up as my elbow was trapped under my body and it took two nearby crew members to get me back on my feet.

I was taken immediately to A&E and it turned out I had broken my elbow and needed an operation to have pins inserted to mend the break.

On reflection, I wondered if this could have been avoided, especially for visitors who are not familiar with the deck manoeuvring to get to the mess room, and I have a recommendation to make.

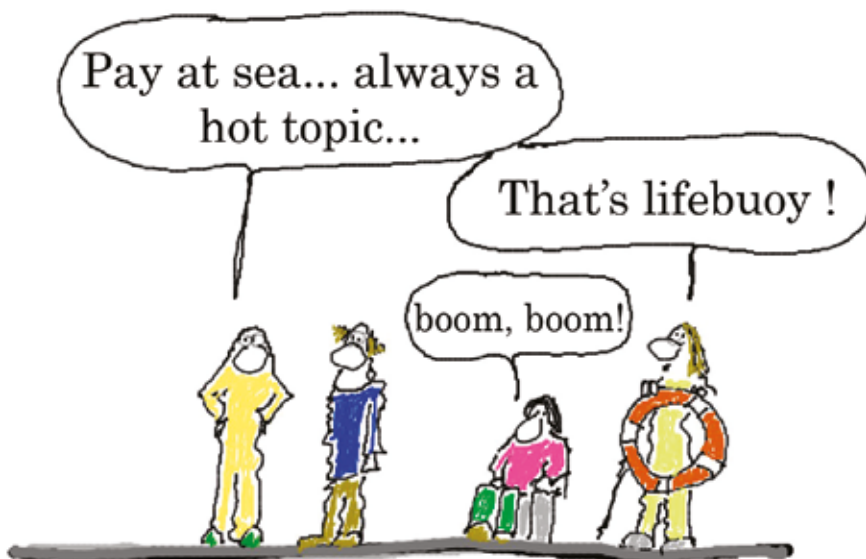
I know that at Greenock Ocean Terminal there are zebra markings that visitors must keep to when walking down the quayside to board a ship, but there are no markings once one boards the ship. I would like to recommend that ships put markings on the deck for visitors to guide them to the mess room. It is not always obvious that there is way round the stern winches once one has stepped off the gangway to avoid stepping over high energy winch ropes. Sometimes there are anomalies, in that the gangway is put in a different position of the ship from midship to stern as it was in my case.

Could this recommendation be made aware through your platform to the various interested parties in the shipping industry?

John Burleigh
Seamen's Christian Friend
Society port chaplain, Greenock

The View From Muirhead

www.thefreakywave.com





Tweets of the month

Nautilus International
@nautilusint

If you want to vote in the UK General Election you must register by midnight on 26 November (21 in NI). #Seafarers away on 12 December can apply to vote by Proxy or Postal Vote (must be returned on or before 12 Dec)

Merchant Navy Welfare Board
@MNVBUK



Over 40,000 merchant seamen died during WW1 and WW2. Despite the horrendous cost to life and loss of vessels, merchant seamen kept working to bring in vital food supplies and transport troops. Please remember those that lost their lives. #WeWillRememberThem #RemembranceDay2019

Warsash Academy
@warsashacademy



Our cadets were extremely honoured to provide the colour party for the #MerchantNavyMedal ceremony @trinityhouse_uk yesterday. They had a great day, and were pleased to meet so many interesting people from the maritime industry.

Campaigning for safer seafaring
@SeafarersWeek



Good to see mainstream media coverage of this important topic... #seafarers

Martyn
@MartynGray



Here on behalf of @nautilusint to spread the word of the Union for Maritime Professionals for future seafarers at #NMCIOpenDay19

A cunning way to tackle the next tanker stand-off

What will happen the next time that a heavily-laden Iranian tanker tries to pass through Gibraltar into the Med, heading for Syria? (Oh yes it will.)

When the authorities manage to get the Royal Marines onboard and cause a detention, I suggest that two smaller tankers offload the cargo to port and starboard and then despatch those cargoes to the south of France and/or Italy, for discharge to refineries, free of charge (gift).

Upon which, sure as can be sure, the Iranians will detain one of our unloaded tankers. We can then do a fair and equal swap over!

Leslie J Payne
Membership no 770678

Sleepy seafarers would wake up for interesting work

Further to your article 'Maritime malaise' (November 2019 Telegraph): five years ago I published the first integrated theory of sleep in my book **The Nightmare of Sleep (Evolution of Imagination)**.

During my research I discovered that both imagination and 'thought drifting', i.e. day dreaming, both evolved from the sleep process.

Imagination and hence daydreaming is a fantastic gift, but it can also be a hindrance as you have shown in your article. It would seem that whenever you are in a sedentary position it's easy to fall asleep as your brain assumes you are resting and therefore wants to defrag your brain (can anyone tell the exact time they fall asleep).

Similarly, if your brain is sedentary then your thoughts start to wander; daydreaming is something that you can't prevent. But as the article suggests, you can stop if you engage in brain

activity e.g. by talking to others.

However, I am not sure if I agree that proneness to boredom or depression has any relevance. Surely occupying people instead of leaving them to become bored or depressed is the solution, as 'day dreaming' is a natural physiological process which we can't stop; only learn to manage.

Roger Cliffe-Thompson
Men's Activities Coordinator
Nautilus Mariners' Park

Cenotaph snub shows we're the forgotten service

Unbelievable! I have just watched the wreath laying ceremony in London [Remembrance Sunday, 10 November 2019]. The MN is still at the back of the queue – last but two this time – in laying a wreath at the Cenotaph.

It seems that there is no point in repeating my message of last year but until the MN gets the recognition it deserves I will keep reminding the Union that people should be made aware of the ultimate sacrifice of those 'unarmed' volunteers, 37,000 in the Second World War and 15,000 in the First World War, who prevented this nation from starving to death and ultimately the UK and others, from literally 'going down'.

Truly, no longer the 'fourth service' but now it would seem the 'forgotten service'. Very sad.

Russell Coombs
Membership no 162392

The editor responds:

It wasn't the Union's turn this year to nominate the Merchant Navy wreath-layer for the Cenotaph in London, but Nautilus staff and members have been involved in ceremonies of remembrance all around the UK.

They have been proud to raise awareness of the role of the Merchant Navy in wartime, and we have sought to do the same this month in our special eight-page focus on the subject starting on page 34.

Ship pen pals scheme could help promote careers at sea

In response to your article 'Cadets pass on career opportunities to next generation' (*October 2019 Telegraph*), the other officers and I onboard ship were discussing how we got into the industry. Many had relatives already working at sea and decided to follow in their footsteps – similar to Isobel Blackhouse and her father in the aforementioned article. But some, including myself, admit that we 'fell into' the industry after seeing information online or on a poster and thinking that we'd give it a go – what's the worst that could happen?

Careers at Sea does great work with the volunteers visiting schools to spread the word about having a career at sea. However, I feel shipping companies – especially British ones – must do more if we are to plug the deficit in British seafaring numbers and inspire the next generation.

What I propose is that each company offers one ship (or more) in its fleet to become a 'pen pal' ship whereby schools and colleges can send questions to the ship and the ship's officers and ratings who will reply with answers, pictures and stories about their time at sea and the like.

This could be done on a monthly or bi-monthly basis – depending on the

availability of the ship and its crew. The main advantage that this pen pal system would have over the Careers at Sea visits is that it wouldn't be a one-time thing. The schools and colleges would keep receiving information and answers to questions that they might not have thought of on the day that the volunteer visited on.

The pen pal system would be used in conjunction with Careers at Sea visits, as those visits are essential for initially catching the kids' attention and imagination.

However, in order to make a real, lasting impact that results in British schoolchildren seriously looking at a career at sea as a viable employment option, then much more needs to be done to hold their attention once it has been initially grabbed by the school visit volunteers.

British shipping is often called the forgotten industry – but what are British shipping companies doing to actively make sure that they are remembered?

Alix McDermott
Membership no 203855

Rachel Gurnett, training and careers manager at the Merchant Navy Training Board, responds:

It's great to hear Alix's idea about how we can continue to promote career

pathways into the Merchant Navy. Some initiatives like this already exist and we are keen to support these; we would be happy to get in touch with Alix to speak more about this.

Our Careers at Sea Ambassadors share their experience of visiting schools and speaking to young people all over the UK. The more support and volunteers we have, the more people we can reach and inspire them about a career in the Merchant Navy.

Why not volunteer with us?

US authorities didn't want to know about MN Vietnam medals

I make reference to the letter from Richard Scott in the November 2019 issue regarding recognition for service in Vietnam. During the conflict, I was third officer on London Advocate for three months in Vung Ro Bay, south Vietnam, discharging almost a complete airfield (landing mats, cement, etc). At the time, the ship was on charter to States Marine Lines, carrying a cargo for military sealift command.

Some time after the ship sailed, I sent a letter to the Pentagon inquiring about recognition for foreign seafarers working on ships that visited Vietnam.

I received a reply advising that they had passed my letter to the US maritime administration. I did not receive any further communication, so I very much doubt that Mr Scott would receive any recognition.

David R Kent
Membership no 89384



Careers at Sea Ambassadors



Volunteer as a Careers at Sea Ambassador and you'll visit local schools or youth groups to give a first-hand account of life in the Merchant Navy.

Whether you're running a stand at a careers fair or giving a presentation, the Ambassador programme will provide all the materials and support you need — and the children and young people will be excited to hear about your experiences at sea.



To find out more, go to www.careersatsea.org/ambassadors
email: enquiry@careersatsea.org or call: +44 (0)20 7417 2825

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

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In brief

DeepOcean offer revised

A revised pay and conditions offer from DeepOcean is currently being considered by members. The subsea services provider responded to members' requests by consolidating agreed bonus schemes and will update SEAs. Members will also receive private healthcare, and sick pay will be honoured as per the contracts. Members had until 22 November to vote on the offer via SurveyMonkey.

Rever TUPE update

Union Officials have secured an agreement with Rever Offshore (Guernsey) Limited to push back the introduction of a PAYE tax scheme until the New Year in order to complete the January 2020 review of terms and conditions with an updated agreed CBA expected to be in place by 1 January 2020. The company has also agreed to set up a PAYE helpline in Guernsey to deal with initial queries from workers.

Serco Ferries offer

Nautilus International has negotiated an industry-leading offer in maternity/adoption payments for members working at Serco Ferries as part of its 2019 pay and conditions review. Nautilus members will receive maternity/adoption pay to 13 weeks at full pay, 13 weeks at half pay, 13 weeks at Statutory Maternity Pay and 13 weeks unpaid. All payments will be inclusive of the equivalent Statutory Maternity Pay/ Allowance. Members' wages will also increase by 2.6% backdated to 1 October 2019. That adds to pay rises of 2% (2016), 3.9% (2017) and 3.5% (2018) in the past three years.

NEWS

Milestone treaty signed with

Up to 3,000 European inland waterway workers will be protected under a pioneering new collective bargaining agreement (CBA), signed by Nautilus International and the Swiss River Advice Group.

'Transparency and cooperation for good working conditions in the European river cruise sector' is the aim of the new labour agreement which will cover employees who work on hotel ships for the River Advice Group under the Swiss flag in Europe.

The historic contract was signed in November by chief executive and main shareholder of the River Advice Group Robert Straubhaar and Nautilus International Swiss national organiser Holger Schatz.

The agreement covers 3,000 River Advice employees working on river cruise ships for various tour operators and ship owners in Europe.

The River Advice Group provides management services for about 100 passenger vessels on European waterways, operated for ship owners and tour operators.

In addition to the minimum wages for both hotel and nautical staff, the contract focuses



'Recruit and win' offer to UK

To celebrate a decade as the world's first cross-boundary union, Nautilus is offering members the chance to win vouchers if they recruit someone new.

UK members can introduce a colleague through this scheme, and once the colleague has joined the Union and paid three months' worth of union dues, the original member


receives a £25 voucher to spend online. The voucher is equivalent to one month's membership fee.

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

Nominating members will also be put into a


ENVIRONMENT

Speak up!

Get your voice heard on environmental issues. The Union's Professional & Technical (P&T) Forum regularly debates global legislation and its effect on the industry. All members are welcome. **The next meeting is on 17 December: see page 58 for details** 

NAUTILUS COUNCIL

Stand up!

The Nautilus International Council is responsible for overseeing the administration of the Union and implementing policy. It meets four times a year. The next meeting is in Rotterdam in December. **Find out more at www.nautilusint.org/en/our-union** 

In brief

Stena Line pensions

Members working onboard Stena Line vessels have indicated their wishes to discuss pension contribution arrangements during the 2020 pay and conditions negotiations. Members are also seeking a pay increase in line with the RPI rate of inflation set in November to reflect their ongoing contribution to delivering excellent service.

Negotiations at Hanson

Members working for Hanson Ship Management Ltd are considering 2019 pay and conditions while also negotiating on 2020 rates. On offer from 1 January 2019 is a 2.5% increase in salary across all ranks, an increase in the additional day rate of 2.5%, and an increase in the SIT rate of 2.5%. Other improvements on offer include a rise in the Christmas watchkeepers' pay to £140, and a £10 per month travel subsistence allowance. From 1 January 2020, members are considering a 5% increase in salary across all ranks, an increase in the additional day rate of 5%, and an increase in the SIT rate of 5%.

Above inflation pay rise

Hard-working members at Seaway Manning Services onboard vessels operated by Seatruck Ferries are pushing for a pay rise above the current RPI rate of inflation, which is 2.4% as published in October 2019. This increase is sought to recognise the contribution of members continually delivering an excellent service. Other requests in the 2020 pay and conditions review include an increase in recall/retention rates, an increase in death in service payments, a rise in travel expenses and the introduction of seniority pay scales.

Swiss River Advice Group



on the cooperation of the European social partners in implementing reasonable working hours.

Social partners in Europe refer to the cross-industry-representatives of management and employers' organisations, and trade unions, who represent the interests of European workers and employers.


Mr Schatz commented: 'The social partners understand that only extensive transparency can guarantee the protection of multinational employees, precisely because frequent changes of territory, vessels under a variety of flags, as well as cultural and language barriers, entail a certain staff vulnerability.'

'This contract is a milestone on the long road to socially acceptable regulations and improvements of the working conditions in this sector.'

'It is also part of the coordinated efforts of the European social partners to create a legally watertight and socially acceptable industry.' 

members

prize draw for a £100 voucher, with the winner to be announced at a Nautilus Council meeting in 2020.

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



In brief



Liverpool 2 Deepwater port Image: Peel Ports

Peel Ports offer rejected

Nautilus members working as vessel traffic services operators at Peel Ports, Liverpool, have voted to reject a revised salary offer. A further meeting with management will now be arranged.

Red Funnel aspirations

Members' aspirations for Red Funnel have been submitted and include an increase that meets or exceeds latest Retail Price Index (RPI), with other issues set to be discussed including working time and differentials and annual leave amongst other matters.

Red Funnel chief executive Captain Fran Collins received the Merchant Navy Medal for Meritorious Service in a ceremony in London in November. See **pages 32-33** for full coverage of Union members who received the maritime industry's highest accolade.

Yacht partner course

Masters were put through their paces with a variety of bridge simulations during Nautilus strategic yacht partner West Nautical's fifth successful 'Command and Control' course for commanding officers. The course, held in association with South Shields Marine School, involved two days of bridge simulator training with nine captains taking part in a variety of scenarios. The course is focused on senior level training for captains in their primary function as a navigation and commanding officer onboard during emergency situations.

Nautilus backs Strait of Hormuz risk downgrade after Impero release

Nautilus International has welcomed a reduction in risk levels by the UK for vessels transiting the Strait of Hormuz.

The Warlike Operations Area Committee (WOAC) agreed to downgrade the Strait of Hormuz from a High-Risk Area from 7 November 2019.

UK-flagged ships will soon be able to transit the Strait of Hormuz without Royal Naval support and UK crew will no longer receive extra payments for making this journey.

Nautilus general secretary Mark Dickinson



Nautilus general secretary Mark Dickinson

welcomed the decision and said that the safety and security of seafarers was of utmost importance to the Union. He reminded members transiting the zone to contact the Union's 24/7 helpline if they have any concerns now or in the future (info page 58).

The WOAC decision was made one month after the British-flagged Stena Impero was released from detention by Iran.

WOAC is made up of trade unions Nautilus International and RMT, and the UK Chamber of Shipping. **i**

Yacht partner visits Union

Neil Carrington, the chief executive of Nautilus yacht sector partner Voyonic Crewing, had his first meeting with Nautilus strategic organiser Rachel Lynch in October. Ms Lynch joined the Union in its Wallasey office in September to grow and support members in the yacht sector. Based in Guernsey, Voyonic Crewing is an agency that works in the maritime and aviation sectors. Mr Carrington also is a director of WD Resources Guernsey (see story on facing page). **i**



Nautilus strategic organiser Rachel Lynch

Cadet boost at James Fisher

Nautilus officials have discussed career progression and training with James Fisher head of crewing Adrian Young at a recent Partnership at Work (PaW) meeting at the Union's northern office in Wallasey.

The marine engineering services company is looking to beef up its overall UK cadet numbers to 30 from 26, Mr Young told Union officials. Cadets will be employed by the firm once qualified as officers.

'We are currently recruiting

for the next intake [of cadets] and would welcome recommendations from the fleet,' he said.

The company is keen to encourage more engagement with its seafarers, including opportunities for crew to trial working ashore.

'Anyone who aspires to a shore job should let us know, there may be opportunities to come ashore for a trial period but leaving the option to return to sea,' he said.

James Fisher recently appointed a new group chief executive, Eoghan O'Lionaird, and a new shipping managing director in London, Simon Everett. It is focused on sustainability and fleet renewal projects continue, both for newbuilds and secondhand.

Attendees at the PaW meeting included chair Bryan Hierons, master Roy Marsh (via telephone) and Nautilus national organiser Steve Doran. **i**

Union signs CBA with WD Resources for WaveMaster

Nautilus International has signed a collective bargaining agreement (CBA) for the WaveMaster Horizon service operations vessel – the second in its class of purpose-designed vessels to support offshore energy construction and maintenance projects. Like its sistership the WaveMaster Horizon has stepless ‘walk-to-work’ transfers of technicians in wave heights of up to 3m. WD Resources Director Neil Carrington signed the CBA with Nautilus head of recruitment and membership Derek Byrne. **i**



WD Resources Director Neil Carrington, left, with Nautilus head of recruitment and membership Derek Byrne

Caseworkers explore health trends for retired seafarers

Nautilus caseworkers Laura Molineux and John Norris gained insights into key health trends facing retired seafarers at the bi-annual Maritime Charities Group conference.

The Nautilus Welfare Fund caseworkers attended the conference with the Union’s assistant general secretary Ronnie Cunningham, chair of the Nautilus Welfare Fund Commodore Bob Thornton and Nautilus welfare services manager Mick Howarth.

There were presentations on seafarer demographics, managing debt, combating loneliness and social isolation among retired mariners, as well as key trends in health and welfare services for seafarer mental health and wellbeing.

Other talks included the needs of merchant mariner veterans and ‘lessons learnt’ insights from Social Enterprise UK, and ideas on how to develop diverse trustee boards in the maritime charity sector.



Laura Molineux and John Norris, with assistant general secretary Ronnie Cunningham (right) Image: Mark Dalton

Mr Howarth chaired a conference session on **The State of Ageing 2019**, a survey by the UK Centre for Ageing Better charity which flagged the increasing differences in quality of life between poorer and wealthier people over 50.

The Centre for Ageing Better called for a ‘radical rethink’ from government, business and charities to ensure the next generation of older people could experience a good

quality of life as they age.

The research showed that while people aged 65 can expect to live half the remainder of their life without disability, those in less affluent parts of the country will die earlier and be sicker for longer. Ill health was also a major cause of people falling out of work prematurely and can affect quality of life and access to services like healthcare. **i**

In brief

Alert over Rever Layoffs

Nautilus has been advised that Rever Offshore intends to make 35 potential redundancies, involving 25 marine crew and dive techs (the remainder being project crew), due to a decision to cold stack the Rever Sapphire. Union officials will now seek to ensure that a genuine redundancy situation exists, assist with the voluntary process, and find suitable alternative job opportunities where appropriate.

Bibby claim submitted

Union officials have submitted a 2020 pay and conditions claim with Bibby Maritime Crewing Services for members working on accommodation units. Members are seeking a substantial increase in pay over and above the Retail Price Index (RPI). Officials intend to meet with the employer at the earliest opportunity to discuss the claim in detail.

PG Tankers offer revised

Nautilus has recommended that members working with PG Tankers accept a revised pay offer for a two-year front-loaded pay deal at 3.25% from 1 January 2020 through to 31 December 2021. The Company has also agreed to order defibrillators for the whole fleet and confirmed it will cover the cost of course fees for the STCW 2010 five-yearly refresher training including travel/accommodation, where applicable.

Step up at Pacific Nuclear

Partnership at Work committee places are available for members at Pacific Nuclear Transport Limited. This is an opportunity for members to ensure all parties work together in the interests of seafarers during a time of change. There are 12 vacancies available for full members for three years starting 1 January 2020. Applications were due to close midday Friday 29 November. **Email: industrial@nautilusint.org**

In brief

Ocean Cleanup

A Dutch NGO that develops technology to extract plastic pollution from the oceans is ploughing ahead with the latest stage of its successful garbage collection scheme. Ocean Cleanup has been used to collect rubbish from the Great Pacific Garbage Patch, the largest of five accumulation zones of plastic in the world's oceans.

India bans plastic

India is the first country in the world to ban single-use plastics on all ships in its waters. The ban will take effect in two stages – the first effective immediately and the second on 1 January 2020. Items prohibited include cutlery, plates, cups, and drinking water bottles.

Weather data

More data collected by ships at sea will help improve extreme weather forecasts and benefit mariners. The World Meteorological Organisation and IMO highlighted the need to close the gap between met-ocean providers and users of this information in the maritime industry.

Go slow no go for IMO

IMO member states have rejected proposals for speed reduction regulation to reduce carbon emissions and opted for a goal-based approach. However, no details on what these might be have yet emerged. The next Marine Environment Protection Committee will meet from 23-27 March 2020.

Climate change goals challenge sounded for maritime industry

'All hands on deck' are needed to beat climate change and achieve international goals on peace and prosperity, former UN secretary-general Ban Ki-moon has told the International Maritime Organization (IMO).

The Paris Climate Change Agreement and the UN Sustainable Development Goals (SDGs) are the two 'defining challenges of our time', Mr Ban told IMO member states, NGOs and IMO staff at IMO headquarters at the end of October.

The SDGs are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet.

Mr Ban highlighted the IMO's commitment to supporting the ocean goal SDG 14 – including its work to address marine plastic litter. Shipping itself is vital to world trade and development and the achievement of many SDGs. With 11 years to go to fulfil the goals set out in all 17 SDGs, 'we need an all hands on deck approach where everyone joins together in multi stakeholder partnership,' stressed Mr Ban. 'Considering the great importance of the shipping industry for our economies and the



▲ Former UN secretary-general Ban Ki-moon tells the IMO it is at the 'vanguard of global efforts' Image: IMO

environment, IMO truly represents the vanguard of global efforts to build a more prosperous and sustainable global future.'

Mr Ban also warned against rising unilateralism. 'In times of increasing discord, I believe that achieving the UN SDGs and meeting the Paris Climate Change Agreement are two efforts that should unite all nations, all industry and all civil society,' he said.

Mr Ban lauded IMO's work on climate change, including the adoption of the initial IMO GHG strategy, as well as its work on capacity building, to promote a safer, more secure and more environment-friendly shipping industry, and focus on empowering women in maritime.

'Taking stock of the current realities of global development and climate change, I believe IMO and shipping industry are well positioned to help navigate us toward safer harbours,' said Mr Ban. **i**

Union welcomes new polar safety guidelines

Additional guidelines for polar shipping have been welcomed by Nautilus International.

The new joint guidelines, known as the Polar Water Operation Manual (PWOM) are from the International Chamber of Shipping (ICS) and the Oil Companies International Marine Forum (OCIMF). The manual aims to support masters and shipping companies to develop a PWOM that best suits the needs of their individual ships, environmental hazards and nature of operations.

The additional International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) training requirements under the Polar Code are the internationally agreed minimum standard to allow



The new guidelines aim to help shipping companies meet the Polar Code Image: Getty

seafarers to work in polar regions.

Nautilus professional and technical officer David Appleton said: 'Companies that are experienced in operating in these areas have well-established systems to ensure that their seafarers are appropriately qualified above and beyond the minimum requirements, and any

guidance that can assist other companies to reach the same standard is welcome.'

In the UK the Merchant Navy Training Board has also developed Polar Code training course criteria which ensures that UK seafarers are able to gain the required certificates to continue working in these areas. **i**

Opportunities abound for well-qualified yacht crew

Launched over 20 years ago, West Nautical specialises in yacht management, charter and sales brokerage. As part of a series of interviews with Nautilus International strategic yacht partners, West Nautical's managing director **Geoff Moore** considers the current state of the sector

What challenges does the industry face over the next five years?

First is the lack of marinas in the Mediterranean, with so many yachts being delivered annually. Second, there is a shortfall of well-qualified and suitable crew members. The largest yachts can always recruit and retain good crew, but there can be an issue with some of the younger generation being perceived as wanting the glory tasks and not the hard work that comes before it.

What opportunities do you see for seafarers in the yacht industry?

There are more and more yachts being delivered, with most of the shipyards full with orders. This is a very positive sign for the industry, with more crew being in demand.

How is the MLC benefiting the yachting community?

The industry accepts varied and diverse crew, but it is important to note that the crewing selection is dependent on the preferences of each individual yacht owner.

Females are employed equally, and outnumber males in the interior department, and there are more female deckhands and deck officers which is very encouraging.

With MLC being enforced on commercial yachts and enforcing a single-sex cabin arrangement, this has led to some yachts changing their recruitment policy for females in the deck department, and some males in the interior department to



▲
West Nautical's
managing director
Geoff Moore

meet the regulations.

As it is only relevant onboard commercial yachts, which generally offer positive terms and conditions, good salaries and holiday allowances, the only real additional benefit is the 'seafarer employment agreements' and the additional insurance policies yachts have to have in place.

Any tips for organisations thinking of partnering with Nautilus?

Nautilus is getting some excellent and well-deserved

press for their work on behalf of seafarers who have been abandoned following an incident involving their yacht, or who have not been paid their salaries as per contract. The Yacht Service Record Book is also widely used by crew members looking to log their sea time officially.

Can you tell us about your Captains' Week?

We run a Merchant Navy Training Board-recognised Superyacht Captain Command and Control course every October. We recognised a gap in the market for captain-specific high-level training, to test their responses in realistic onboard emergency scenarios such as: crew altercations, fires, collisions, distress situations and the rescuing of persons from the water, all whilst dealing with the demands of guests and crew whilst navigating.

How has the new yacht code made a difference?

It is a positive step for the industry with regards to both building regulations and operational requirements and restrictions. As owners of yachts change their demands, so must the industry be able to adapt and demonstrate an awareness of continued improvement. **i**

In brief

Cruise crew unhappiest

Seafarers working on cruise ships and ferries are among the unhappiest in the world, according to the latest Seafarers Happiness Index by the Mission to Seafarers. Crew were upset by delayed wages, less shore leave, workload stress caused by smaller crews and a lack of understanding from shore staff about seafarer welfare. Abandonment fears continue to grow, with many seafarers expressing a sense of vulnerability following several recent incidents around the globe including reports of aggression, violence and bullying against female seafarers.

Loneliness risks

A new study has urged cargo shipping companies to provide greater support to seafarers to help prevent anxiety and depression. The Cardiff University research found that long working hours, isolation and extended periods away from home put seafarers at risk of poor mental health. Employers should provide self-help guidance on improving mental resilience and contracts that balance work and leave time, introduce anti-bullying and harassment policies, train officers to create a positive onboard atmosphere and set up confidential counselling services, the study says.

Safer sea rescues

France's National Society for Rescue at Sea (SNSM) has been told to improve communications between management and its centres and boost its internal democracy following the death of three volunteers during a rescue operation this summer. The volunteers died when rescue vessel Patron Jack Morisseau capsized off Sables d'Olonne on the western coast of France.

Nautilus backs funding plea for aid and training vessel

Nautilus is backing moves by British shipbuilder Cammell Laird to secure UK government funding for the Britannia Maritime Aid (BMA) charity via the International Aid budget.

Cammell Laird chief executive John Syvret wrote to UK maritime minister Nusrat Ghani to ask for government support.

Launched at the UK Chamber of Shipping during London International Shipping Week in September, BMA is a registered charity backed by Nautilus and put together by a group of maritime professionals and training experts.

BMA plans to build a £150m concept vessel that will deliver humanitarian aid and disaster relief, while simultaneously providing a dual role as a training platform for UK and Commonwealth cadets, apprentices and trainees. It would also deliver ocean advocacy programmes, including marine clean-up and research.

Following design approval and fundraising, the vessel would take four to five years to build and would be based full-time in Barbados.

Meanwhile, BMA is considering an interim vessel, bought second-hand and refitted for purpose. Funding is planned as a mixture of crowdfunding and government support. The charity believes that the project fits with the UK

government's Maritime 2050 strategy.

The project had a letter of support from the then Secretary of State for International Development Penny Mordaunt earlier this year.

Cammell Laird says the vessel will prove 'excellent value for the UK taxpayer, compared with the cost of maintaining a Royal Navy asset on disaster relief duties. 'If the ship could be financed through the International Aid budget (providing much needed aid in kind rather than cash) then it would effectively be cost-neutral.'

The first-of-its-kind disaster relief and training ship will have a training centre, landing craft, helicopter drones, rough terrain vehicles, onboard medical facilities, briefing rooms, and full mission bridge and engine room simulators for trainees.

An armoured beach recovery vehicle and onboard workboat will allow for beach surveys and clean up – even where harbours are damaged and inaccessible to other vessels. Cadets will be deployed to assist in the clean-up, providing practical experience to supplement college education. The ship will have capacity for up to 6,000 tonnes of vehicles and aid supplies including field hospitals, field kitchens, tents, fresh water and fuel for devastated areas. **i**

Unions call for action on piracy

Nautilus has added its voice to calls by unions for urgent global and regional cooperation by governments and shipping companies to fight piracy off the coast of west Africa.

An attack on two vessels in the Gulf of Guinea – a designated International Bargaining Forum 'high risk area' – in early November led the International Transport Workers' Federation (ITF) to issue the call for action.

On 2 November, pirates kidnapped nine crew members from Norwegian-flagged MV Bonita while the vessel was at anchor off the coast of Benin in West Africa. Two days later, four crew members were taken hostage off the coast of Togo from Greek-flagged Elka Aristotle.

Several other abductions have been reported in the Gulf of Guinea in recent months, including eight crew taken off Cameroon in August, and 10 Turkish seafarers off the coast of Nigeria in July.

Nautilus general secretary Mark Dickinson said



▲ On 2 November pirates kidnapped nine crew members from Norwegian-flagged MV Bonita

unions were concerned at the mounting physical and mental health toll on seafarers while transiting West Africa. He urged members to call the Nautilus 24/7 helpline in case of emergency.

Members can also contact their Union industrial representative in business hours while ashore and by logging into My Nautilus.

ITF seafarers' section chair David Heindel called on the shipping industry, governments and unions to work collaboratively to eliminate piracy in the Gulf of Guinea. **i**



▲ Leda Maersk: The investigation concluded the harbour pilot and bridge team was 'primarily navigating using visual cues outside the ship, rather than fully using the electronic navigation aids'

Maersk safety review urged after grounding

Maersk Line should review navigational and pilotage safety across its fleet following an accident last year in which one of its vessels ran aground while entering a port in New Zealand.

An investigation found that neither the Otago harbour pilot nor the ship's bridge team had recognised that the 50,688gt vessel had deviated from its planned track as it rounded the final bend in the channel before its berth.

'This was because they were all primarily navigating using visual cues outside the ship, rather than fully using the electronic navigation aids, all of which clearly showed the ship deviating from the centre of the channel,' the NZ Transport Accident Investigation Commission (TAIC) report concludes.

'The grounding is an example of why it is not appropriate to use visual navigation alone when manoeuvring large ships in narrow channels, and in the dark,' it adds. 'With so little margin for error, it would have been appropriate to utilise fully the accuracy of electronic navigation aids such as portable pilot units (PPUs) and ECDIS. Had the pilot done so, the ship's departure from the intended track would have been readily apparent in time to avoid the grounding.'

Investigators said the pilot had stopped using his PPU when he realised it was showing the ship to be off-track because there was an 18m offset to allow for the position of unit's aerial in relation to the vessel's centreline.

An ECDIS off-track alert had been activated before the grounding, and acknowledged by one of the bridge team, but the information had not been shared with the rest of the team.

'The fact that none of the bridge team was actively monitoring the progress of the ship on the electronic navigation equipment is indicative of their having relaxed when the pilot embarked and put too much faith in the pilot getting it right,' the report states.

TAIC said the Leda Maersk incident shared similarities with four reports it had published in the past five years involving groundings that were all due in part to poor standards of bridge resource management and pilots and bridge teams not sharing the same concepts of the passage plans.

Investigators discovered that the passage plan on the pilot's PPU was slightly different from that on the ship's ECDIS. Although this was not a factor in the grounding, the report stresses: 'If there is no agreed plan there is a danger that the pilot and the ship's crew will have differing mental concepts of how the pilotage will be performed.'

The report points to evidence that those on the bridge were not working as a team. 'The ship was at a critical phase of the agreed passage plan, yet none of the bridge team was totally aware of the factors influencing the track of the ship towards the left channel bank,' it adds. **i**

In brief

Tugs strike over safety

French unions staged a national 24-hour tug strike in October, to raise safety concerns over a towing company's proposal to reduce the number of officers on its tugs from four to three.

The CGT, CFDT and CFE-CGC unions acted after the towing company in the Mediterranean port of Sète, approached the maritime administration in September, requesting the green light to reduce onboard tug manpower.

The action resulted in major stoppages in Marseilles, Le Havre and Calais and other French ports.

Box ship firefighting

The International Union of Marine Insurance (IUMI) has fired a warning shot over box ship fire-fighting capabilities following an escalation in numbers of onboard fires.

It stressed the need for improvements in crew safety and the environment and said the mis- and non-declaration of cargo was aggravating the problem.

This year has already seen an alarming number of box ship fires including on the Yantian Express, APL Le Havre, APL Vancouver, the Grande America, E.R. Kobe and KMTC Hong Kong.

EMSA pollution response

As the Telegraph went to press, the European Maritime Safety Agency (EMSA) was due to participate in a pollution response exercise in Malaga, Spain which would test the national maritime contingency plan and subsequent coordination among the local, regional, national and international organisations involved in pollution response.

The exercise would also provide an opportunity to assess the collective response capacity in the event of a large-scale oil spill in the Mediterranean, according to the agency.

In brief

Ferry action compo

The highest court in France has awarded shipping company La Méditerranée €1.73m in compensation for loss of income, after its cargo ship Kalliste was blockaded in Marseille for nine days by 100 striking ferry seafarers. The French government was found responsible for the blockade by workers of struggling ferry company SNCM because it had approved a lower court's decision to use force to prevent access to the ship and to move on the protesters. In the end, force was not used, and the blockade ended peacefully.

French pensions fears

FNAPMM, France's national federation of Merchant Navy pensioners' associations, said the 0.3% increase in retired seafarers' pensions due on 1 January 2020 is not nearly enough. The Federation said that the rise 'far from compensates for losses in retirees' pensions' purchasing power', especially for lower grades and widows, the latter often receiving pensions that are under the legal minimum.

Contract dumping strike

Italian maritime unions FILT CGIL and Uiltrasporti staged a second 24-hour strike against ferry operator Blu Jet's 'contractual dumping'. The unions are fighting to level out the current salary differences of employees on the same grades covered by the collective agreement of FS, the state railways group of which Blu Jet is the maritime subsidiary. The fast ferry operator ensures lifeline links between Italy's mainland and Sicily across the Strait of Messina.

Unions urge new EU boss to end social dumping

Nautilus International and the European Transport Workers' Federation (ETF) have called on newly-appointed EU transport commissioner Adina Valean to end social dumping in European waters.

Ursula von der Leyen, the president-elect of the European Commission appointed Ms Valean as transport commissioner for 2019-2024 following a final round of hearings from candidates on Thursday 14 November.

Nautilus international organiser, Danny McGowan, said: 'We hope that under Ms Valean's stewardship, the opportunity will be seized to eradicate social dumping from maritime and other transport modes. We look forward to working with our ETF colleagues and the European Commission to further job security for the benefit of all Nautilus members.'

ETF general secretary Livia Spera said: 'Whilst Ms von der Leyen's initial mission letter overlooked the social dimension of the transport sector, we expect Ms Valean to take this very seriously. Millions of workers across Europe are calling for action.'



▲ Adina Valean Image: Wikimedia Commons

The ETF – which represents over five million transport workers from more than 200 transport unions and 41 European countries – is currently campaigning for an end to social dumping and for improved working conditions in all transport modes. It will discuss how to apply EU labour standards to transport workers and to ensure social protection with Ms Valean when she takes her seat at the European Commission. **i**

Connemara re-flag overshadowed by new non-French ferry charter

The CGT and CFDT officers and ratings unions have welcomed the re-flagging to the full French flag of Brittany Ferries' chartered Connemara ferry from the Cyprus register with the creation of more than 100 new jobs. But they are protesting at the conditions surrounding a newly-chartered ferry to the western Channel ferry operator's fleet that will not be registered under the French flag.

Brittany Ferries chartered the Connemara from Stena ro-ro in May 2018 to open a new maritime route between Ireland and Spain linking Cork, Roscoff (France) and Santander. The unions contested the arrival of the ship that Brittany Ferries wanted to operate without a single French officer or French seafarer for the first time on one of its ferries.

Brittany Ferries management said that it had promised to transfer the Connemara to the full French register within two years and had done so by creating 111 new jobs including 25 officers.



Meanwhile, unions at Brittany Ferries have forged an agreement with management that, for the first time, enables captains and chief officers to elect representatives to serve on the western Channel ferry operator's collective agreement negotiation teams. The CGT, CFDT and CFE-CGC have won recognition that Captains and first officers can vote in the company-wide elections for representatives of all grades on Brittany Ferries' statutory works council.

Elections will be held at the end of this year and will come into effect on 1 January 2020. **i**



▲ Nautilus/ITF inspector Tommy Molloy Image: ITF

Nautilus/ITF inspector speaks against slavery

The Nautilus/ITF inspector for Liverpool, northwest England and Wales Tommy Molloy has participated in a major anti-modern-day slavery event in Liverpool, UK.

Organised by the UK Border Force at the Merseyside Maritime and International Slavery Museum, the two-day event marked National Anti-slavery Day and included talks from victims of modern-day slavery, charities and non-governmental organisations, as well as the International Transport Workers' Federation.

Mr Molloy gave a talk about his work, took

questions from members of the public and ran a display of photographs taken during some of his inspections.

'While there's greater awareness about the victims of modern-day slavery, the exploitation of seafarers remains largely hidden from the public,' Mr Molloy said. 'So, when we find it, it's our role to work closely with the Border Force and other agencies to uncover it, expose it and prevent it. Events like this help us to shine a light on what is the dark side of modern seafaring.' **i**

ITF and Saudi Arabia join forces to support seafarers in Saudi ports

The International Transport Workers' Federation (ITF) and Saudi Arabia have joined forces to support seafarers in the Kingdom's ports and to work towards the ratification of the Maritime Labour Convention (MLC) 2006.

The International Maritime Organization (IMO) permanent representative of the Kingdom of Saudi Arabia, Essam M Alamari, met ITF inspectorate coordinator Steve Trowsdale and ITF Arab World network coordinator Mohamed Arrachedi at ITF headquarters in London on 21 October.

In addition to agreeing co-operation to support seafarers in Saudi ports, the meeting discussed greater collaboration between the ITF and Saudi Arabia's maritime authorities at international and



▲ From left: Steve Trowsdale, Essam M Alamari and Mohamed Arrachedi meet at ITF headquarters in London. Image: ITF

regional levels and the country's ratification of MLC 2006.

Recent successful collaboration included repatriation of five seafarers with owed wages from the vessel MKN 205 in Damman port.

The Saudi ports network, supervised by Mawani, the Saudi Ports Authority, a government

agency founded in 1976, consists of nine major ports, six of which are commercial and three are industrial.

The ITF now represents more than 35 unions in the Middle East, North Africa and the Gulf states. It opened its regional office, ITF Arab World in Amman, Jordan in 2004. **i**

In brief

Unions bounce back

Almost 500,000 American workers participated in strikes in 2018, up from 25,000 in 2017, according to data from the US Bureau of Labor Statistics. Not since 1986 has the number of workers going on strike been so high. Factors in the trend include a strong economy which has led to low unemployment, widespread discontent with increasing inequality, a decline in middle class living standards and changes in the political scene, the Masters, Mates & Pilots union (MM&P) said.

Short sea support

The MM&P union has joined 32 other transportation sector unions in calling on Congress to enable development of a domestic shortsea shipping industry. 'We can create good US jobs, enhance sound environmental and energy policies and relieve congestion on highways — all with minimal cost to taxpayers,' the unions said in one of six policy statements issued by the AFL-CIO Transportation Trades Department.

Unions back cargo laws

A coalition of maritime unions, shipping companies and advocacy groups has called on the US Senate to audit federal agencies' compliance with cargo preference laws. The information supplied by the audit would provide 'an objective overview and clearer understanding of the degree to which federal agencies may be, contrary to the law, bypassing US-flag vessels in favour of foreign-flag vessels to move US government cargoes', the group said. It underlined the direct relation between the enforcement of cargo preference requirements and national defence capability provided by a strong and active US-flag merchant marine.

AN APP THAT COULD MAKE BUREAUCRACY A BREEZE

Tech-savvy Nautilus Council member spots an opportunity to develop the digital form-filling software that has made his own life at sea easier for years

A Nautilus Council member has invented a pioneering computer program which aims to ease the burden for ships masters by making port administration easier.

Currently in development, PortForms – the brainchild of Henk Eijkenaar – is an app that automatically generates all the forms needed to enter a port, such as the International Maritime Organization’s (IMO) FAL forms and (non)-European port forms.

As a chief officer 30 years ago, Mr Eijkenaar was well aware of the large amount of forms a captain needed to complete before entering port. Years later, when he became a captain himself, he recognised that a lot of the data needed to fill in the forms was the same for every port and developed the program for his own use. At the time, he didn’t realise the commercial value of such a time-saving tool.

When the IMO introduced the FAL forms and the EU brought in the ‘single window’ system, Mr Eijkenaar still found uses for his labour-saving invention.

He says: ‘After the IMO published the FAL forms I thought I would not need the program any more as all ports would be using the IMO FAL forms. Soon I found out that a lot of countries and ports still continue to use their own forms, and when the EU came up with the so called “single window” system, I found that the FAL forms were out of use in Europe and even more forms emerged.’

Introduced in April 2019, the ‘single window’ system enables all information required by public authorities in connection with the arrival, stay and departure of ships, people and cargo, to be submitted electronically via a single portal – without duplication.

Mr Eijkenaar tried to bring his



▲ Nautilus Council member and PortForms inventor Henk Eijkenaar

program to the attention of the EU committee handling the ‘single window’ system, but the committee member he spoke with turned it down, convinced that ‘single window’ was the solution. ‘Unfortunately, the contrary has been the case and there is no sign of any improvement,’ says Mr Eijkenaar.

A year ago, he came across a program that was doing something similar to his but was far less developed. This encouraged him to see if his idea could be developed on a commercial basis as an app.


He approached Dutch company MaraSoft, which was already making software for the maintenance of ships. They were very interested in the program and were willing to try to develop it for professional use on ships around the globe. It is hoped that the first version of PortForms will be released at the beginning of 2020.

The program can be used offline, but it will have an online database which will

be used to update the new port forms as they come. Using the database, the forms will be filled in automatically and only data specific to a certain form will need to be filled in manually.

‘Static’ data such as the vessel’s name and dimensions, its IMO number and company details will be added automatically, while ‘dynamic’ data such as port details, crew and bonded stores will be added by hand. It will be possible to print the forms and send them by email.

Mr Eijkenaar says that as the development is costing a lot of money, he is currently looking for sponsors. ‘As soon as the software is on the market, it will pay for itself as the software company will sell it to the shipping companies together with a maintenance fee,’ he says.

‘I am also busy trying to bring the program to the attention of IMO, as a means to reduce the administrative burden.’ 

PortForms still needs some funding, but the first version should be released in 2020



HAVE YOUR SAY IN FUTURE SKILLS SURVEY

Serving seafarers and shore staff asked to contribute to major EU maritime education project

Nautilus members have been invited to take part in important research that aims to find ways to ‘future-proof’ European maritime skills. The views of seafarers are being sought as part of the European Union’s SkillSea project, which is tasked with ensuring that the region’s seafarers are equipped with the right skills for the rapidly-changing maritime labour market.

Launched in January 2019, the four-year SkillSea project is being run by a consortium of 28 national maritime authorities, shipping companies, shipowners’ associations, maritime education providers and seafaring unions – including Nautilus International – from 16 European countries.

It aims to develop strategies to identify and meet the future skills needs of the maritime sector, to break down barriers to mobility of employment within the sector, and to attract more European young people to work in maritime industries.

The SkillSea project is led by the industry’s social partners – the European Transport Workers’ Federation (ETF) and the European Community Shipowners’ Associations (ECSA) – together with a specialist maritime education provider, the Rotterdam-based STC Group.

The initiative was launched in response to the many trends which are transforming seafaring – including digitalisation and automation, and the increasing impact of environmental regulations.

The project seeks to foster cooperation between industry, education and training providers, and authorities to identify skills gaps and the need for new types of training for seafarers and shore-based

▲
Nautilus representatives **David Appleton** (far left) and **Andrew Linington** (front centre) at the latest meeting of participants in the SkillSea project

staff in the maritime sector. It seeks not only to produce a sustainable skills strategy for European seafarers, but also to increase the number of European maritime professionals – enhancing the safety and efficiency of this vital sector.

SkillSea will develop learning packages in the blended learning concept, which combine online and face-to-face tuition. Content will include digital skills (reflecting the changes in the industry and new forms of learning), ‘green’ skills (reflecting the increased environmental regulation affecting the industry), key competences, soft skills and knowledge of science, technology, engineering and maths (STEM subjects).

Key aims and objectives include:


- Analysing the effect of technological developments on the industry’s skills requirements
 - Securing a better match between the industry’s skills needs and the education and training of seafarers
 - Overcoming barriers to the mobility of seafaring labour and improving career progression in the sector
 - Improving cooperation between education providers, maritime authorities and industry
 - Ensuring that Europe retains a world-leading supply of maritime skills and experience
- Nautilus members are now being asked to help with a crucial part of the project – a survey of seafarers and shore-based staff to gather the

views and experiences of maritime professionals on current and future training needs.

Members are invited to complete an online questionnaire that aims to help identify any gaps and mismatches in current maritime education and training programmes in Europe – with special regard to the impact of the many technological developments which are affecting the way in which ships are operated.

Feedback from serving seafarers and shore-based staff will also help the project to develop proposals for the design and delivery of the vocational education and training needed to maintain European maritime know-how.

Nautilus professional and technical officer David Appleton said: ‘This is a much-needed project which is designed to give seafarers the skills and training that they need now, and into the future.

‘We hope that as many members as possible will support the project by taking part in this survey. Their views and experiences are essential to ensure that we develop training programmes which are not only needed by seafarers, but also reflect the realities of the shipping industry and its need for highly-skilled personnel.’ 

The future skills survey is split into two versions, for shore personnel and seagoing personnel. To access both of these, follow the links from the Nautilus website at: www.nautilusint.org/en/futureskills

GIFTS, WI-FI AND A LISTENING EAR

'One seafarer I spoke to told me he has never spent a Christmas with his nine-year-old son due to his working pattern,' said Rev Joe O'Donnell, Stella Maris Apostleship of the Sea port chaplain on the River Clyde.

Christmas is seen as a time to relax with family and friends, but for many seafarers it is business as usual. They are likely to be working on deck hundreds or thousands of miles out at sea, or unloading or loading a vessel in a port somewhere.

'Christmas can affect seafarers differently. If their ship is tied up in port and everything closed, it can give seafarers more time to think about their families and this can cause anxiety and loneliness,' explained Rev Joe.

'A lot of the guys have children and some of them are on nine-to-11 month contracts. Just the thought of them missing such an important celebration can be very testing.

'Most seafarers at any time will tell you it's difficult being so far away from their families, and

As Christmas approaches, maritime welfare charities often see a spike in demand for their services. **GREG WATTS** explores how one of these charities – Stella Maris Apostleship of the Sea – will be supporting seafarers visiting UK ports this month



sometimes they won't be able to even communicate, due to signal problems on their phone. When they are in ports during Christmas and have a bit more free time, it's challenging for them.'

If possible, Rev Joe will offer to take seafarers to Christmas services in the area. 'Last year at our Christmas carol service in the port,

a crew member from one of the ships chatted with me and said this was his first voyage since his wife had died. We had been supporting him during his wife's illness and eventually helped get him home a couple of weeks before she passed away.

'His wife was only in her early 30s with a very young daughter, so it had been a very difficult time for him being away from his daughter, and being so far from home during Christmas time didn't help.'

Many Catholic parishes and schools around Britain support Stella Maris Apostleship of the Sea port chaplains at Christmas by putting together shoe boxes containing gifts such as woolly hats, chocolate and toiletries, and also sign cards.

Last year, Bryony Watson, a port chaplain in Immingham, Lincolnshire, went along to St Joseph's Primary Catholic Academy in Cleethorpes to help pupils pack shoe boxes for seafarers. The boxes usually contain things such as toiletries, chocolate, socks and snacks.

She then delivered 22 shoeboxes to the crew of MV Orient Champion, a bulker heading for New Orleans. The crew were particularly touched that

▲ Top: volunteers taking 'Christmas shoebox' gifts onboard for visiting seafarers

Above: Clyde port chaplain Rev Joe O'Donnell
Images: Stella Maris Apostleship of the Sea



▲ **Immingham port chaplain Bryony Watson**
Images: Apostleship of the Sea

the children had thought of them and given them gifts. One seafarer told Bryony that it is the first time in his whole career that he had received a Christmas present.

Stella Maris Apostleship of the Sea works closely with other maritime charities, such as the Fisherman's Mission and Seafarers UK, and although it is the official Catholic maritime agency, it provides help to all seafarers, whatever their beliefs.

For example, when Stella Maris Apostleship of the Sea port chaplain Doug Duncan supported the crew of the Malaviya Seven – an offshore supply ship that spent eighteen months stuck in Aberdeen in a dispute over unpaid wages – he not only took the Catholic crew members to a local Catholic church but also took the Hindu members to a Hindu temple in Dundee.

The port chaplains understand the isolation and loneliness many seafarers experience. The question they will usually ask when they go onboard a vessel and meet the crew is, 'Is there anything I can do to help you?'

They can provide things such as wi-fi routers, mobile phone top-up cards and woolly hats. They also can offer transport to the local shops or help book an appointment at a GP surgery. If a seafarer is admitted to hospital, they will visit him and, if asked, liaise with family back home.

There are times when chaplains might be alerted by a crew member to issues over pay and conditions onboard a ship, or human trafficking. In these instances, they will contact the International Transport Workers Federation (ITF), Border Force, or the police.

Stella Maris Apostleship of the Sea also operates a number of seafarers' centres. Its latest is in Southampton, which was built with a grant from the



Below: Getting the Christmas shoeboxes ready



▲ Above: volunteer ship visitor Hannah Forrest with a crew visiting Plymouth

Below: children from St Joseph's school in Cleethorpes

Department for Transport and opened in September by maritime minister Nusrat Ghani.

Assisting port chaplains are teams of ship visitors – volunteers who give a few hours each week. Twenty-four-year-old Hannah Forrest, a psychology graduate, has been a ship visitor in Plymouth for the last two years.


'I remember seeing some advertising for Sea Sunday and thinking that ship visiting was something I could do. I was unemployed at the time, and felt that I needed to get out and do something,' she said.

When she visited her first ship, she was surprised at how small the crew numbers were for such a big vessel. 'I was a bit cautious at one dock because the ground was quite slippery due to china clay, and

there are lots of big lorries and cranes around. It's hard to find the docks in Plymouth unless you are looking for them, as they are tucked away. It was fascinating to discover this new maritime world right under my nose.'

When Hannah began ship visiting, she soon learned about the strain of being away from your family for such a long period. 'One visit that sticks with me was when we met a seafarer with a young child back home. He had over four months left of his contract, and said he was homesick. He said he was worried that his daughter wouldn't recognise him, or would be intimidated by him when he returned home. We were able to reassure him, listen to his worries, and encourage him. He said that he felt better for talking about things.'

Her parish, Christ the King in Plymouth, supports the work of Stella Maris Apostleship of the Sea. 'The generosity of the people in my parish was wonderful. At Easter, I only asked for chocolate and biscuits, and in the end I had to ask my housemate for help to get all the stuff to the port! Almost £150 was donated and not only chocolate eggs, but other confectionery, toiletries, blankets and clothes too!'

Meeting people from all over the world and being able to hear about their lives is one of the things Hannah enjoys about ship visiting. 'I feel very privileged to be invited onboard ships by the seafarers and have a chat with them. It is very rewarding.' 



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PAVING THE WAY FOR SOCIALLY SUSTAINABLE SHIPPING

The European Transport Workers' Federation launched its European Maritime Space for Socially Sustainable Shipping concept with the support of Nautilus International, academics and researchers at the Fair Shipping Conference in Brussels. The document sets out ambitious plans to create a level playing field without social dumping, where fair employment conditions for all European workers would apply. **HELEN KELLY** reports

The European Transport Workers' Federation (ETF) and Nautilus International have set out a bold plan to secure the future of European maritime workers with better, well-paid jobs and enhanced working conditions.

The **European Maritime Space for Socially Sustainable Shipping** concept creates momentum for real action on jobs and puts collective bargaining agreements (CBAs) at the heart of future negotiations with employer groups and other social partners.

At the launch of the plan in Brussels on 5 November 2019, Nautilus general secretary Mark Dickinson said: 'We need to create a level playing field at the EU level which provides an opportunity for higher cost European seafarers to secure training and job opportunities. For third-country operators to compete with European shipowners at European standards and avoid the race to the bottom that we have seen in recent years. We cannot compete down there.'

'Only when the competition is obliged to work to EU social standards within European waters can EU shipping, employing more EU citizens, thrive.'

ETF political secretary for maritime transport Philippe Alphonso set out how conditions for crew are determined by the country where a ship is registered and whose flag the vessel is flying. This means that many ships



EU-owned vessels do not have to respect European labour rights if they fly a non-EU flag

trading in EU waters do not have the obligation to respect EU legislation regarding labour rights and conditions, because they fly the flag of a non-EU country.

This can be true even when ships are owned by European companies, including those who benefit from state aid schemes such as Tonnage Tax. Such companies are often trying to reduce costs, but this leaves European seafarers exposed to unfair competition from seafarers outside Europe in a way that workers on land are not.

Even European seafarers who do find work in the sector may not enjoy the same rights as European shore-based workers.

The European Maritime Space reforms would instead bring the

European seafarers need a level playing field
Image: Lee Patten



ETF Fair Shipping logo

maritime sector in line with on-land businesses, meaning that all shipping services operating in EU waters would have to follow EU and/or member state legislation, Mr Alphonso said. This would offer fair employment conditions for all crew, regardless of their nationality or place of residence, and protect EU seafarers from unfair competition based on low cost and low standards.

'Our main aim is to defend and improve jobs, careers and skills of European seafarers who need and are needed for a thriving European maritime industry,' he said. 'So, let's discuss together how a European Maritime Space could add value to these objectives.'



◀ Nautilus general secretary Mark Dickinson speaking at the launch of the **European Maritime Space for Socially Sustainable Shipping** in Brussels

Terje Pettersen from the Norwegian Seafarers' Union added: 'Several studies recently carried out in Norway all came to the same conclusions. The concept is perfectly legally applicable, and the limited increased costs can be forwarded to the shippers.'

Shifting the debate

The ETF and its social partner, the European Community Shipowners' Associations (ECSA), have been discussing this apparently thorny issue of quality jobs for European seafarers for the

best part of 25 years – ever since the 1996 Dublin conference organised by the European Commission to debate whether the European seafarer was, in fact, an endangered species.

That debate led directly to the adoption of the State Aid Guidelines paving the way for government support for EU shipping and EU seafarers that today is estimated to cost EU taxpayers some €3bn per year. Without that support via Tonnage Tax regimes and support for training, the EU seafarer's

The ETF and Nautilus believe that the State Aid Guidelines system is in need of an overhaul

endangered status would no doubt have been escalated to extinction.

The Guidelines may have slowed down the decline in EU seafaring skills, but they have not managed to halt it entirely. The European maritime industry now faces a demographic cliff edge, with many maritime professionals expecting to retire over the next 10-15 years, and with unrelenting pressure on seafarers' terms and conditions of employment.

The ETF and Nautilus International firmly believe that the State Aid Guidelines system is broken and in need of an overhaul. Recent research commissioned by the ITF/OECD and authored by Olaf Merk – **Maritime Subsidies: Do They Provide Value for Money?** – backs this up.

In simple terms, the State Aid Guidelines require two things in

The legal basis for a European Maritime Space

Professors Tarjei Bekkedal and Finn Arnesan from the University of Oslo's Centre for European Law have published a report into 'Fair wages and working conditions within the European Maritime Space'.

The report presents recommendations upon which a European Maritime Space can be constructed, and which can guide the drafting of a legal framework that strikes a fair balance between competition and free movement on the one hand, and fair wages and working conditions on the other.

It found that the law of the EU Maritime Space differs from that of the European Working Space in general, with no legal arguments that can explain or justify this difference. 'In our view, the current state of the law is at odds with the fundamental legal values espoused by the

Treaties and the key European policy on the establishment of a European Social Pillar,' the authors said.

'The main message is that people believe that everything in the fields of maritime is guided by the Flag States Principle,' Professor Bekkedal pointed out.


'We argue that is plainly wrong.'

The research found that if EU law is invoked, which it normally will be for European businesses operating in Europe, the basic principles of freedom of movement and freedom to provide services are also invoked. And if EU law is invoked, the Flag States Principle cannot be invoked.

'You have to choose whether you would like to invoke rights stemming from EU law or the Flag States Principle,' he said. 'You can't invoke the right to free movement and Flag State Principles

at the same time.'

Some countries, however, will allow ships registered domestically to be flagged in a third state, which allows shipping companies to import third country conditions into the EU.

'I think that's very much against the basic values, the basic foundation for the principle of mutual recognition,' Professor Bekkedal said. 

For a full copy of the research report, please go to: www.jus.uio.no and search for **European Maritime Space** (it makes no difference whether you are in the Norwegian or English version of the site). Alternatively, scan this QR code.





European shipowners' plan offers nothing new

A Maritime Growth Plan developed by European shipowners has been criticised as offering 'nothing new' by unions.

The European Community Shipowners' Associations (ECSA) Maritime Growth Plan contains no solid commitments towards decent work, ensuring flag growth or improving the attractiveness of careers at sea, Nautilus International and the European Transport Workers' Federation (ETF) said.

'ECSA's plan is hardly ambitious and merely repackages existing work streams and ongoing EU-funded projects developed via the EU Sectoral Social Dialogue Committee (SSDC) on Maritime Transport,' said Nautilus International general secretary Mark Dickinson. 'We know it won't work because it has not worked in the past to arrest the decline of EU flags and EU skills.'

The ETF has proposed its own concept – a 'European Maritime Space for Socially Sustainable Shipping' with the support of academics and researchers. It offers a legal framework for quality shipping and the establishment of a level playing field for both shipowners and seafarers based on a race to the top instead of a race to the bottom.

The ESCA Maritime Growth Plan 'completely ducks the question of ensuring EU flag growth, preferring to talk only about the amount of world shipping that EU shipping companies control,' said ETF political secretary for maritime transport Philippe Alphonso. 'We believe this is not enough – the EU State Aid Guidelines for maritime transport specifically require growth in EU registered tonnage in return for state aid subsidies.'

ETF General Secretary Livia Spera said: 'The ECSA growth plan is all carrot and no stick. The time for state aid without guaranteed return is over.'



Philippe Alphonso

action is no option.'

She stressed the distinction between protectionism and protecting European standards as part of a new way forward.

'We need to protect Europe better,' she said. 'Europe as a space for values, Europe as a space for doing business, Europe as a space for competitiveness and for the social dimension.'

'We can't go the protectionism way because it doesn't work in the current world today, but we definitely need to be better with protecting.'

A sustainable European Maritime Space should not be limited only to facilitating trade, clearing customs and easing reporting formalities. It should also be based on European social standards for those working onboard vessels operating in European waters.

Mr Dickinson told the audience – which included attendees from employers' associations, shipowners, ship manufacturers, port operators, the European Commission, members of the European Parliament, academics and NGOs – that we now have a unique opportunity to discuss the basis of a European Maritime Space. 'Don't repeat the failures of the past – let us make a real change,' he urged.

'We believe that the European Maritime Sector needs a high level of ambition – ambition for jobs, for skills and for the future. It cannot be otherwise.'

The concept note for the European Maritime Space for Socially Sustainable Shipping can be downloaded from: www.etf-europe.org/resources – **or by scanning this QR code:**



return for member states giving subsidies to EU shipowners. Shipowners must grow their national maritime skills base – i.e. increase the number of seafarers they train and employ – and increase the number of ships under EU flags.

Yet EU seafarers continue to decline in numbers and the proportion of EU ships flying EU flags is now down to only 18%.

The new European Maritime Space calls for accountability and transparency in State Aid Guidelines. The Commission must now ensure that the goals to increase jobs for EU citizens and grow EU-registered shipping are delivered. If shipowners want to continue receiving subsidies, then they must deliver what they promised.

'No action is no longer an option,' Mr Dickinson said.

Level of ambition

As the event in Brussels kicked off, news broke that the long-awaited new European Commissioner for Transport had been announced. The European Commission's president-elect Ursula von der Leyen reportedly accepted Romanian MEP Adina Valean for the position.

The ETF and Nautilus International are now ready with ideas to contribute to a new European Maritime Transport Strategy, which must set a level of ambition that has never been seen before.

DG MOVE director for waterborne transport Magda Kopczynska echoed Mr Dickinson's statement in her keynote speech that wrapped up the launch event. Ms Kopczynska, who is the highest ranking official in the seaborne directorate, said: 'I can make a commitment that no



Magda Kopczynska
Image: European Union / Wim Daneels

THE LATEST RACE TO THE BOTTOM



Nautilus has expressed grave concerns over news that a cruise operator is offering British officers salaries below the UK minimum wage – exploiting highly-qualified seafarers, encouraging social dumping and undermining hard-won gains in pay and conditions. It's time to get behind the Union's **Fair Pay at Sea** campaign and stamp out these practices, writes **HELEN KELLY**

A recent social media furore over low pay in the cruise sector has lifted the lid on exploitative practices employed by global operators to drive down wages and conditions for newly-qualified British and European officers.

Royal Caribbean Cruise Lines (RCCL), the world's second largest cruise operator in terms of revenue, is advertising third officer positions on its Royal Caribbean International (RCI) fleet for as little as \$2,000 (£1,541) per month or \$16,000 (£12,358) per year for a 4:2 rotation.

That equates to an approximate hourly salary of £4.28 – less than the UK National Minimum Wage for young people under the age of 18 (£4.35) and significantly less

than that for 18-20 year-olds (£6.15).

The role and others aboard RCCL's brands Azamara and Celebrity Cruises are being promoted by UK-based recruitment agency Faststream via email to British and European Economic Area (EEA) seafarers.

The successful candidate is expected to have experience in rank on any type of passenger vessel, an Officer of the Watch CoC unlimited, and the right to live and work in the European Union. That means they will have completed three years' study and work as a cadet at a reputable British or mainland European training facility.

Once onboard they can expect to work 12 hours per day. Third officers with RCI do not get paid for shore leave.

Nautilus International general secretary

Mark Dickinson strongly criticised RCCL for exploiting newly-qualified third officers and introducing a race to the bottom on crew wages.

'There is no future for an industry which keeps scouring the world for the next source of cheap labour,' he said. 'The future should be one of high quality and respect.'

The Union recently launched its **Fair Pay at Sea** campaign to achieve decent treatment for members and all seafarers, including legislation that sets minimum wages in national waters.

Nautilus is also working with the European Transport Workers' Federation (ETF) to introduce a minimum wage for seafarers in Europe (*see pages 25-27*).

Such legislation would prevent social

◀ **The Royal Caribbean vessel Allure of the Seas**
Image: Royal Caribbean International

dumping in the UK and Europe – a practice where employers use cheaper labour than what is available domestically, such as employing migrant workers or moving production to a low-wage country or area.

Nautilus believes the advertised RCCL third officer roles are a clear case of social dumping.

Comments by Faststream chief executive Mark Charman seem to back this up.

Mr Charman told the Nautilus Telegraph that UK nationals were not in fact the target audience for the position, despite being actively marketed to via email and its website. 'Based on our experiences, the applicants applying for these jobs, and the applicants we have placed into these jobs, these are not UK nationals,' he said.

Representatives from RCCL and all its brands were unavailable for comment despite repeated attempts by the Nautilus Telegraph.

Hiding behind the flag

RCI is based in Miami, Florida, and its vessels use the Bahamas flag of convenience, which requires it to pay crew minimum salaries as set by the ITF/International Labour Organisation (ILO). The current ITF/ILO third officer minimum wage is \$1,822 per month.

RCCL brand Celebrity Cruises also advertises third officer jobs for \$2,000 per month. Its 'upmarket' Azamara brand advertises the same position for \$2,700 per month. Both brands use the Malta flag.

Nautilus's position on ILO minimum wage standards has always been that quality ship operators should be paying well above these absolute minimum levels, and that they should not be used to drive wages down.

Nautilus does not have a recognition agreement/collective bargaining agreement (CBA) with parent company Royal Caribbean Cruise Lines (RCCL) or any of its cruise brands RCI, Celebrity Cruises and Azamara.

However, Nautilus does have CBAs with other reputable international cruise operators which offer Third Officers in the range of £1,950-£3,400 per month.

Morally questionable

While RCCL is not doing anything illegal by paying third officers at just above the agreed international minimum, many

Nautilus members and other seafarers who shared their views on social media found the company's actions to be exploitative and morally questionable. Some felt the cruise industry as a whole promoted a glamorous image that hid the reality of pay and working conditions for crew.

'I don't doubt that by the moral definition there is a level of exploitation going on of junior seafarers,' said Nick Chubb, founder of maritime technology consultancy Thetius. Mr Chubb is the author of the hard-hitting blog-post on Splash247 titled 'Why are third officers being paid less than coffee shop workers?' which sparked the social media uproar.

The Nautilus Telegraph has been told of at least one British third officer who took a position with RCCL brand Celebrity Cruises at \$2,000 per month, desperate to find work after being unemployed for many months. Having completed two rotations,



'There are some basic rules of play that we must insist on. Our social conditions. Our environmental standards. Our safety and health standards'

he is now working for a rival UK-based company at a much higher salary.

Nautilus International member and UK resident Phillipa Bowden, who holds a Master Mariner Unlimited certificate, was approached by Faststream about the RCI role and found the level of pay and conditions insulting.

'When you consider most companies now pay at home too or compensate for leave period in the wage paid onboard, plus considering you work seven days a week, 10 hours a day, the pay is still an insult to anyone who has worked hard to get their Officer of the Watch,' she said. 'Yet at the same time I feel concerned that people are working for that, with a job that holds a lot of responsibility.'

Nautilus member and UK resident Bradley Jones felt that RCCL was taking advantage of newly qualified Third Officers who may be struggling to find work.

'There is still a clear disconnect and divide between the value put on serving seafarers, especially those with watchkeeping duties, and the pay and conditions we are offered,' he said.

'When you actually put pen to paper and weigh up the pay and conditions against the responsibility the individual who takes up this post is duty bound to carry out, it's actually very insulting.'

Another member, who asked not to be named for fear of reprisals, felt that the job ad was discriminating against British nationals.

'This really is infuriating. They aren't allowed to discriminate by nationality, but this is the most obvious loophole, and yet no one will do anything about it.'

Fair Pay at Sea

As well as tackling the social dumping practices described above, the Nautilus **Fair Pay at Sea** campaign will target known scams by unscrupulous operators who seek to undermine ITF/ILO agreed minimum rates by creating new subordinate ranks aboard vessels.


On some vessels, traditional third officer jobs are being redefined as 'junior officer' roles with a much lower rate of pay. Junior officer is a generic descriptive term used for Third Officers. There is no officially recognised rank of 'Junior Officer'.

A similar scam is happening with the traditional AB role. Dishonest ship operators are redefining that role, which is already one of the most poorly paid onboard, as a 'catering boy' in order to cut wages further.

That situation is clearly not sustainable.

'Ultimately, we think the solution is to swim completely against the tide of Reaganite and Thatcherite neo-liberalism which has served hard-working seafarers so poorly, and insist that in the UK and Europe, shipping is regulated to our standards,' Mr Dickinson said.

'We're not closing the sector down. But we do insist on some basic rules of play, that we will regulate: Our social conditions. Our environmental standards. Our safety and health standards.'

'It's those social standards that we can't accept to be regulated to the minimum.' 

Members affected by any of these issues are advised to get in contact with the Union. **Contact details are on page 58.**

Nautilus calls for cross-party commitment to British maritime strategy

As the UK gets set to go to the polls for the third time since 2015, Nautilus sets out the key commitments needed from the next government for a strong and prosperous maritime sector, recognising its strategic importance and role in maritime safety

Manifesto

Shipping remains an essential industry for an island nation like the UK. More than 95% of the nation's trade comes and goes by sea and a strong and diverse merchant fleet is of crucial economic, social and strategic value.

However, the UK's maritime interests have continued to suffer deep and dramatic decline, despite the government's attempts to develop a strategic and long-term vision for the sector through the Maritime Growth Study and the Maritime 2050 initiative. From its historic highpoint of more than 1,600 UK owned and registered trading ships in 1975, the UK Ship Register (UKSR) has fallen to just 429 vessels in 2018. Over the same period, the number of British merchant seafarers has declined by around two-thirds.

The work to develop both the Maritime Growth Study and Maritime 2050 identified the value of the sector and the importance of

measures to safeguard its international competitiveness. For example, the independent review of the Support for Maritime Training (SMarT) scheme showed that for every £1 the government spends on SMarT there is a £4.80 return to the nation's Gross Domestic Product (GDP).

Despite these positives, the UKSR has reduced in terms of tonnage and vessel numbers and, on current trends, the number of British seafarers is poised to fall by around a further one-third over the next decade.

If the UK is to retain a shipping industry that sustains the country's global trading requirements and underpins the nation's continued global lead as a maritime services centre, much more needs to be done.

Britain needs ships and seafarers – perhaps more now than ever before. We live in a complex global economy and maritime trade is of fundamental importance.



▲ The government must commit to growing the UK Ship Register
Image: Marino Giorgetti

UK seafarers

In the post-Brexit environment, the government must develop proactive policies to maximise the employment of British seafarers

in the UK. There is a unique opportunity to refocus support for the UK maritime industry to enable the UK to be competitive in the international maritime markets, especially outside the restrictions of the EU's State Aid Guidelines.

The number of British seafarers has declined by almost two-thirds since the 1980s, and the current gap between numbers due to retire and numbers of new entrants means a further 30% decline can be expected within the next decade.

There is no shortage of young people wishing to embark on a maritime career, with applications for cadetships and ratings apprenticeships far outstripping the number of vacancies. Therefore, the government must do more to promote the sector and ensure that shipowners commit to provide opportunities for employment for UK seafarers.

The government must:

- Commit significant investment for maritime education and training, to build capacity, future proof seafarer skills, and develop state-of-the-art equipment and technology
- Increase investment in the Support for Maritime Training (SMarT) scheme to cover 100% of the cost of training UK-resident seafarers and require a commitment from employers to guarantee a period of employment on completion of a cadetship
- Support the employment of UK-resident seafarers by introducing stricter controls over the issue of UK Certificates of Equivalent Competency (CECs), work permits and visas
- Prevent the erosion of terms and conditions for UK seafarers through the promotion of collective bargaining, the application of the National Minimum Wage to all seafarers serving in UK waters including one-port voyages, and the active enforcement of Maritime Labour Convention requirements onboard all visiting vessels
- Enhance the employment of British seafarers, especially in coastal shipping; passenger and freight ferry services (domestic and intra-European); the offshore renewables sector; and in offshore oil and gas exploration and decommissioning
- Lead the global promotion of quality shipping and fair transport, and an end to contradictory application of regulation and seafarer fatigue. This includes new amendments to the Maritime Labour Convention to improve minimum standards for paid leave, onboard accommodation, hours of work and rest, maximum tour lengths, maternity and paternity rights, end social dumping, and eradicate the six-on/six-off work pattern

British shipping

With the right proactive policies in place, the UK maritime industry could prosper – boosting the economy and revitalising employment and training in a high-skills, high-value sector.

Other countries have shown that decline is not inevitable for traditional maritime nations, and the UK must ensure that it can compete against flag states with more interventionist policies, as well as against the flag states that seek to grow by offering low-cost, low-standard and 'light touch' regulatory regimes.

The UK remains a global leader in many maritime business and services, including law, shipbroking, classification, education and training, ship management, and marine insurance. However, these all depend upon a continued flow of skilled and experienced seafarers, and other countries are making strong and concerted attempts to attract such services.

The government must:

- Enforce the 'genuine link' requirement for ships on the UK Ship Register as required under the United Nations Convention of the Law of the Sea 1986 to which the UK is a signatory
- Encourage British shipowners who use foreign flags to return to the UKSR and end support for the Red Ensign Group (REG), as these flags present significant unfair competition to the UKSR
- Examine the scope for 'cabotage' protection of domestic trades to increase economic output and create jobs

In the post-Brexit environment, the government must develop proactive policies to maximise the employment of British seafarers in the UK

- Establish a national maritime strategy which responds to the maritime skills crisis and recognises the economic and strategic transport needs of the nation
- Improve the UK Tonnage Tax scheme so that it contributes to environmental objectives, helps grow the UK flag by establishing a mandatory flag link, increases employment and training of UK seafarers. The scheme should also be continually re-evaluated to ensure it remains competitive

Maritime safety

The waters around the UK are some of the busiest and most dangerous in the world, and maritime expertise is essential for many safety-critical positions.

British merchant shipping is strategically

important, and the wisdom of relying on chartered-in foreign-flagged and foreign-crewed tonnage at times of national emergency must be questioned. The continued decline in the size of the Royal Fleet Auxiliary (RFA) has also seriously depleted the Ministry of Defence's ability to rely upon British merchant ships and seafarers for vital operational tasks and delivering humanitarian aid.

The government must:


- Increase staffing and resources for the Maritime & Coastguard Agency (MCA), to cope with the demands placed upon it and to maintain high standards of inspection, especially in areas such as maritime labour and the marine environment
- Take proactive steps to secure better enforcement of international maritime safety regulations and conventions, to include more effective action against companies violating global standards
- Reverse the cuts in UK Emergency Towing Vessel provision, and reinstate government support for the maritime element of the Confidential Hazardous Incident Reporting Programme (CHIRP)

Defence

The strategic importance of British merchant shipping and British seafarers has been repeatedly demonstrated in many conflicts and national emergencies

However, the decline in the number of UK-registered ships and the number of UK seafarers presents serious questions about the future ability of the nation to maintain supply lines and support British military operations. This has been exacerbated by the long-term reduction in the size of the Royal Fleet Auxiliary (RFA).

The government must:

- Invest in the RFA to provide the fleet size and seafarer numbers needed to support the Royal Navy, and provide humanitarian relief and various maritime security responsibilities worldwide
- Reverse the cuts in the UK's strategic ro-ro sealift capacity
- Support the Britannia Maritime Aid (BMA) proposals for a specially designed multi-purpose vessel to provide additional support for humanitarian aid and disaster relief operations – with a dual role as a state-of-the-art mobile training centre. 



TOP HONOURS FOR UNION MEMBERS

Nautilus Victoria Drummond Award recipient and Union Council member among three distinguished women to be recognised last month by HRH The Princess Royal

N autilus International members have been recognised for outstanding service to the maritime sector at this year's presentation ceremony for the Merchant Navy Medal for Meritorious Service.

The Merchant Navy Medal is British shipping's highest honour, and since 2015 has been a state award – part of the UK honours system with a place in the Order of Wear.

The awards were presented on 6 November at Trinity House in London by HRH The Princess Royal, who is well known for her love of sailing and the sea and is patron of many maritime organisations. In 2014 she opened the multi-million-pound Trinity House Hub at the Nautilus Mariners' Park retirement estate in Wallasey, on the banks of the River Mersey.

Twenty men and women received the Medal this year, of whom five are

Nautilus members: Captain Jessica Tyson (a member of the Union's governing Council profiled on page 57), Captain Rachel Dunn, chief engineer officer Phillip J. Dick, Captain Ian Chapman and Captain William (Bill) Bennett.

Princess Anne thanked the recipients for their work in raising the profile of the maritime industry. 'There is certainly a wider range of individuals joining us,' she noted, 'and the impact that they make is equally important.'

UK maritime minister Nusrat Ghani said she was delighted to see Capt Jessica Tyson, Capt Rachel Dunn and Capt Fran Collins recognised, as this showed a successful maritime career is just as much for women as it is for men.

Among the other awardees were 93-year-old Captain Angus McDonald, who began his nautical career at the height of the Second World War.

Red Funnel CEO Captain Fran Collins received an honour for services to the

marine passenger sector; and Britannia Maritime Aid (BMA) chairman Captain Kevin Slade for services to seafarer training and a maritime charity. Nautilus general secretary Mark Dickinson is a BMA board member.

Captain Sunil Kumar Menon, master of the Stena Impero – a UK-flagged tanker which was seized by Iranian military forces in the Strait of Hormuz and detained for 70 days – was recognised for his exceptional leadership and professionalism throughout the incident.

The crew were subjected to extremely difficult conditions which tested their physical and mental resilience to the limit. Captain Menon maintained both the morale of his crew and the integrity of his vessel, even when that put him at significant personal risk.

In 2018, eight Nautilus International members were recognised with the Merchant Navy Medal for Meritorious Service – including Mr Dickinson. [t](#)

Honourable members



Captain Jessica Tyson MNM – received for services to the careers of young seafarers and women in maritime

Captain Jessica Tyson, who chairs the Nautilus Women's Forum as well as sitting on the Union's governing Council, was at sea for 19 years before moving into marine consultancy surveying and port work. She was appointed as deputy harbour master and an authorised pilot of the Port of Bridgwater in 2014. Capt Tyson is passionate about the opportunities for all seafarers but especially women in the Merchant Navy. She is an active member of the marine community and regularly gives talks at schools and other venues to raise the profile of the Merchant Navy.



Captain Rachel Dunn MNM – received for services to the careers of young seafarers

Captain Rachel Dunn started as a cadet in 1984 with Shell Tankers, obtaining her master's certificate before joining Wightlink as their first female officer, rising to the rank of senior master. Capt Dunn left Wightlink to become an Admiralty pilot in Portsmouth Harbour. She is a Younger Brother of Trinity House, Captain of the Southampton Master Mariners, a Trustee of the Seafarers Hospital Society and a Trinity House liaison for the Portsmouth Sail Training Trust. Capt Dunn was a recipient of the Victoria Drummond Award in 2011 for raising the awareness of women in the marine industry.

Chief engineer officer Phillip Dick MNM – received for services to the maritime industry

Chief engineer officer Phillip J. Dick has completed 46 years' service in the maritime industry, starting as a cadet with Bibby Line, through to chief engineer officer with Trinity House. Mr Dick has a wealth of experience globally, both onshore and at sea, including being in charge of vessel lay-ups, newbuildings, recruitment and training cadets. In 2017 Mr Dick represented Trinity House and the Merchant Navy at the Royal Albert Hall Festival of Remembrance. He has recently retired; however, he maintains contact with numerous aspects of marine engineering.



Captain Ian Chapman MNM – received for services to the careers of young seafarers and a maritime charity

Captain Ian Chapman, who is 44 years old, was at sea for 23 years on various vessels worldwide. He was appointed as a marine surveyor for CSL Global UK in 2016 and travels all over Europe for project surveys, liability claims, P&I condition surveys and hull and machinery claims. During his spare time at home, he was involved as a trustee in restoring the historic Steam Tug Brent (ex-PLA) at Malden Waterfront, Essex. Mr Chapman now lives in Essex and helps lead volunteers, sharing his marine expertise.



Captain John William Bennett MNM – received for services to the welfare and safety of seafarers

Captain William (Bill) Bennett, a 66-year-old master mariner, served for 15 years in the Merchant Navy. A 15-year career in HM Coastguard followed in the Isle of Man and Northern Ireland before ending in the East of England as the district controller. Capt Bennett then became deputy harbour master at the port of Belfast before joining the MCA's Survey and Inspection branch at the Belfast Marine Office as surveyor in charge and technical manager responsible for the safety of commercial shipping and the fishing fleets of Northern Ireland. Capt Bennett's current role involves marine safety in UK ports, and he is an examiner of masters and mates.



Full list of 2019 MNM awardees

- 1 **Captain John William Bennett**, for services to the welfare and safety of seafarers
- 2 **Captain Ian Chapman**, for services to the careers of young seafarers and a maritime charity
- 3 **Captain Fran Collins**, for services to the marine passenger sector
- 4 **Michael Davies**, for services to the maritime industry
- 5 **Chief engineer officer Phillip Dick**, for services to the maritime industry
- 6 **Captain Rachel Dunn**, for services to the careers of young seafarers
- 7 **Captain Matthew Easton**, for services to the maritime industry and the careers of young seafarers
- 8 **Captain Nigel Hope**, for services to a maritime charity
- 9 **John Howard**, for services to the jack-up barge sector
- 10 **Captain Adrian McCourt**, for services to maritime safety
- 11 **Captain Angus McDonald**, for services to the safety of seafarers and to the maritime industry
- 12 **Captain John Mark Meade**, for services to the workboat sector
- 13 **Andrew Parker**, for services to the maritime industry and charity
- 14 **Alain Reynier**, for services to the careers of young seafarers and seafarer welfare
- 15 **Captain Kevin Slade**, for services to seafarer training and charity
- 16 **Commodore David Smith**, for services to maritime training and the careers of young seafarers
- 17 **Captain Jessica Tyson**, for services to the careers of young seafarers and women in maritime
- 18 **Captain David Wheal**, for services to maritime safety
- 19 **Michael Willis**, for services to seafarer employment, training and the careers of young seafarers
- 20 **Captain Sunil Kumar Menon**, for exceptional leadership and professionalism to maintain crew morale and vessel integrity



Nautilus members at Westminster Abbey, L-R: Richard Milnes, Gareth Emanuel, Angus MacPherson, David Johnstone Image: Andrew Ward

A UNION REMEMBERS

Nautilus members and staff around the UK paid their respects to Merchant Navy seafarers involved in global conflict

In central London, Nautilus was represented at the national Westminster Abbey Remembrance Sunday service on 10 November by five Union members: Nautilus liaison officer Paul Dilks of P&O Ferries; Captain David Johnstone of Maersk; Foreland shipping master Angus MacPherson; Seatruck Ferries chief engineer Richard Milnes; and P&O NSF technician Gareth Emanuel. Nautilus professional and technical officer David Appleton also attended the service.


Mr Dilks had been chosen as the official UK representative of the Merchant Navy and fishing fleets at the service – one of six such representatives drawn from the armed forces and police. At 10.15hrs, in a private ceremony, the six representatives formed a solemn procession along the Abbey's South Cloister to the Defenders' Memorial. There they laid wreaths before processing back into the church for the main service and two minutes' silence at 11.00hrs. They also processed to the Tomb of the Unknown Warrior in the Abbey as part of the service.



Nautilus general secretary Mark Dickinson (left) at Tower Hill with Bob Sanguinetti of the UK Chamber of Shipping

Now a chief officer with P&O Ferries, Mr Dilks has during his career served with the Royal Naval Reserve as a List 1 officer, and trained aboard various fishery protection vessels and mine countermeasures vessels. He served on the hospital ship Uganda during the Falklands conflict in 1982.

Also on Remembrance Sunday, Nautilus general secretary Mark Dickinson laid a wreath on behalf of the Union at the main ceremony for the UK Merchant Navy at Tower Hill in London. The Commonwealth War Graves Commission has recently invested in refurbishment of the Merchant Navy Memorial at this site, and the work on the First World War section is expected to be completed in the next few weeks.

At 11.00hrs on 11 November – Armistice Day – residents and staff of the Nautilus Welfare Fund's Mariners' Park retirement estate in Merseyside held their annual ceremony of remembrance at the Park's Atlantic Memorial Stone. Staff at the Union's London office also paused for the traditional two minutes of silent contemplation at this time. 




Images: Danny Kenny


MARINERS' PARK

Over 80 residents, their families and staff gathered on a wet, blustery day on the banks of the River Mersey for the annual remembrance service at the Nautilus Mariners' Park estate.

Mariners' Park Care Home resident Moira Thomas, who moved to the home this year, placed the wreath commemorating Merchant Navy seafarers lost in wartime at the Park's Memorial Stone.

As is now customary, Nautilus welfare manager Mick Howarth read out the names of residents of Mariners' Park who had passed away in the last 12 months, and family members took the opportunity to lay a floral tribute to their loved ones at the Memorial Stone.

The service of remembrance was conducted by Reverend Alan Leach from St. Peters Church in Heswall – himself a former seafarer. After a cadetship at Warsash nautical school, he joined Alfred Holt's in 1964. He later served as a chief officer with Blue Funnel, travelling mainly in the Far East, before, in 1976, taking a shore position with Elder Dempster. Rev Leach was also a Lieutenant in the Royal Navy Reserve. The Nautilus Welfare Fund charity is grateful for his support. 

L-R: HMS Cardiff radio operator Paul Harmer; Norland standard bearer Ron Barley; and Nautilus member Keith Thompson MNM 




'They were our supply lifeline'


HULL CENOTAPH


The Merchant Navy played an important role in the Remembrance Sunday parade and service held in Kingston upon Hull on 10 November.

Many veterans from all associations formed the parade and attended the ceremony.

The Humberside Police Band led the parade to the Hull cenotaph, followed by the standard-bearers, veterans, armed forces personnel and cadets. The whole city stood in silence during the ceremony. 

At the cenotaph, Nautilus member Keith Thompson MNM laid a wreath in tribute to the Merchant Navy seafarers who lost their lives on the Atlantic Conveyor during the Falklands conflict.

Mr Thompson is himself a Falklands veteran, having served on the Norland – a ferry requisitioned as a troop carrier. The Merchant Navy standard for the Norland was carried in the Hull parade. 


More remembrance overleaf 

ROYAL ALBERT HALL

On Saturday 9 November, seafarers of the Royal Fleet Auxiliary (RFA) took part in the annual Festival of Remembrance at the Royal Albert Hall in London.

RFA 3/O (X) and Nautilus member Sarah Stevens joined shipmates from RFA Mounts Bay to carry the Torch of Remembrance (pictured right). Captain Rob Anders then took to the stage to read the following citation: 'We honour the Commonwealth nations and our allies who joined Britain in defending its freedoms, values and way of life.'

The Mounts Bay crew members had been given this honour in recognition of their recent hurricane aid work, and this was the first time the RFA had played such an important role at the Festival.

A ceremony was also held by seafarers still onboard the vessel to remember fallen comrades and the lives lost during Hurricane Dorian in the Bahamas, where the Mounts Bay has been carrying out its relief work. 


Images: Royal British Legion



Image: RFA

PLYMOUTH HOE

Over 2,000 people paid their respects at the city of Plymouth's Remembrance Sunday ceremony on Plymouth Hoe – the first to include the new Merchant Navy Monument that now stands proudly beside those dedicated to the armed forces.

Named 'The Watchkeeper', the monument replaces the small memorial plaque at the Plymouth Barbican and places Merchant Navy veterans and war dead on an equal footing with their military comrades. 



Images: Paul Wright


EAST LANGDON

Former Nautilus Council member Captain Tony Minns laid a wreath on behalf of the Merchant Navy and fishing fleets at his local Remembrance Sunday service on 10 November.

The village of East Langdon, where Capt Minns is vice-chairman of the parish council, gained a new war memorial stone in 2018 to mark the centenary of the end of the First World War.

The wreath carried the following inscription:

In grateful memory of those seamen of the Merchant Navy and the Fishing Fleets who lost their lives in the conflicts of the Great War (1914-1918), World War 2 (1939-1945) and the many conflicts since.

They were our supply lifeline and we remember them with eternal gratitude. 





IN MEMORY OF JEAN HUNTER

Jean Hunter was a leading light of the Dover maritime community, writes family friend **Joanne Cottam**, and she has left a fine legacy of Merchant Navy war memorials and remembrance services

Jean Hunter, loving wife of Merchant Navy veteran Donald Hunter and devoted mother to Ian Hunter, died peacefully at home on Friday 25 October 2019.

Don served in The Merchant Navy and progressed to the position of chief radio officer, with his service extending over three war areas. Jean was married to Don for 72 years. During their life together, Jean actively supported Don in campaigning to ensure those Merchant Navy comrades who were killed during service are never forgotten.

It was whilst on the beach in Arramanches in 2002 that Don turned to Jean and expressed his sadness that there was no memorial in Normandy to commemorate those Merchant Navy seafarers who were killed in Operation Neptune. Jean responded: 'Then we must make this happen, Don.' Within a year, the first memorial was unveiled on 6 June 2003 by Winston Spencer Churchill, to mark the anniversary of the D-Day Landings.

Jean supported Don in raising over £70,000 for a second and much more expensive Merchant Navy

Above left: Jean and Ian Hunter with the Dover Merchant Navy war memorial for which Jean campaigned

Above right: Jean, Ian and Don Hunter in Normandy in June 2013

memorial that stands proudly on the Marine Parade seafront at Dover. In addition, Jean and Don worked closely with the Norwegian Embassy and facilitated a further plaque to recognise members of the Royal Norwegian Navy who died at sea.

In 2001, Jean and Don, in conjunction with Dover District Council, organised a Merchant Navy Day remembrance ceremony on 3 September. This became an annual commemorative service attended by over 200 people, and is followed by a wreath laying ceremony at the Dover Merchant Navy Memorial. For the last 18 years, Jean has attended this event and has awarded veterans and standard bearers with badges as a thank you for their participation.

Jean was dedicated to her husband's cause for the Merchant Navy and contributed a lot of time during her retirement years to support Don. She was an active member of the Merchant Navy Association and the Normandy Veterans' Association.


As members of these Associations, the couple visited Normandy on many occasions to take part in remembrance services and wreath laying at war cemeteries. They

organised many formal events in both Dover and Arramanches at the war memorials in memory of the Merchant Navy seafarers who were killed in the Second World War

Jean Hunter was born in Southgate, north London in 1925, and as a young woman met Don at a dance hall when he was serving as a radio officer. They married two years later and shortly afterwards had their son. When in his teens, Ian followed in his father's footsteps and joined the Merchant Navy, serving notably on the Queen Elizabeth 2.

After the war, Don left the Merchant Navy and the family moved to Bournemouth. They bought a 12-bedroomed hotel and ran a successful business for many years. After that, Jean worked for British Aerospace at Hurn Airport in Bournemouth.

Jean and Don moved to Ashford, Kent and Don continues to live in the house that he bought with Jean in 1997.

Jean was a remarkable lady who touched the lives of everyone she met. Her laugh was infectious, her sense of humour remarkable, and she loved to live life to the full. An amazing and beautiful friend, a loving wife and mother, Jean showed incredible bravery at the end of her life, and she will be missed by so many people who loved her dearly. 

YOUNG LIVES LOST IN SERVICE

Six British Merchant Navy cadets from Warsash nautical college died at sea in the Second World War. As reported in last month's Telegraph, their names are commemorated on a plaque in the church of St Mary's Hook-with-Warsash with a replica now installed at Solent University in Southampton. But what is the story behind each of these tragic losses? Warsash Association member **WH MOSES** found out, in research originally carried out in 1991

SS TURAKINA 9,691grt **New Zealand Shipping Company**

The Turakina sailed from Sydney, Australia, on 18 August 1940 bound for Wellington, New Zealand, where it was to complete loading with frozen meat before proceeding to the United Kingdom. On 20 August, when in a position 38.27S. 167.35E. in the Tasman Sea, some 480 miles from its destination, it was intercepted by the German raider Orion. When Turakina's radio officer sent out the distress signal, the raider opened up with all its armament. The captain, instructing his gunners to return the fire, brought his 4.7 inch gun to bear upon the enemy.

The fight lasted some twenty minutes, during which time half the crew of 56 were either killed or wounded, with the ship heavily on fire and badly battered. Orion then approached to within one mile and fired two torpedoes, both of which were on target, the second causing such

▲
Main image: SS Turakina



▲
SS Sulaco



▲
SS Somme

serious damage that Turakina sank within two minutes. The captain and 34 of his officers and men went down with their ship. Twenty one survivors, one of whom died later from his injuries, were picked up by the raider. Cadet **A McLloyd**, aboard on his first voyage, was not among them.

Source: **The Red Duster at War** by John Slader

SS SULACO 5,400 grt **Elders & Fyffes**

The Sulaco sailed from Liverpool in the 1940 convoy OB229, and a few days later, on 19 October, was torpedoed by U-124 in mid-Atlantic in position 57.25N 25.00W. Sixty-seven of those onboard were lost, including cadet **TDL Johnson**.

Source: **The Red Duster at War** by John Slader



SS Ascot was loaded with cargo for an unescorted passage. The ship was hit by a torpedo and the survivors were fired upon in their lifeboats

SS SOMME 5,300 grt
Royal Mail Lines

The Somme sailed from London in 1942, proceeding via the Pentland Firth to its convoy assembly anchorage in Loch Ewe on the west coast of Scotland. Sailing in a convoy which later dispersed, this vessel, with a crew of 58, was sunk without trace a few weeks later. News of its end came from German sources.

It appears to have been torpedoed and shelled by U-108 on 16 February in an approximate position of 40.00N 55.00W, south of Newfoundland. Great storms raged in the North Atlantic at this time and it can only be assumed that all the crew were lost when their lifeboats/rafts were overwhelmed as they strove to ride out the elements. Among those lost was cadet **EP Ellis**.

Source: Eight Bells, the Royal Mail Lines War Story by TA Bushell

FORT ATHABASKA 7,132
managed by J&C Harrison on behalf of the Ministry of War Transport

The Fort Athabaska was anchored in the southern Italian port of Bari on 2 December 1942 when a concentrated sneak assault by numbers of JU88 aircraft took place, coming in from the sea as low as 150 feet from bases in northern Italy and Yugoslavia. For 20 minutes the British-controlled port area was pounded with high explosives; 17 ships were destroyed and eight others badly damaged; 38,000 tons of cargo was in the sunken ships whilst over 1,000 Allied military personnel and seamen, together with some Italian civilians, died. Flames reached over a hundred feet as ammunition ships blew up and aviation fuel was ignited.

The American ship Joseph Wheeler, loaded with 8,000 tons of ammunition,


took a direct hit and immediately blew up. The Fort Athabaska, close by, was loaded with 'generals' and mail for north Africa, and also carried two captured 1,000lb German rocket bombs in No 2 'tween deck. Resulting from this explosion, the vessel caught fire and in a matter of minutes the rocket bombs were detonated by the extreme heat and flames. It was reduced to a shattered hulk, and from a crew of 56 there were only 10 survivors. Among those killed were two cadets, **AW Williams** and **GL Thomas**.

Source: The Red Duster at War by John Slader. This book gives full details of the raid, which was shrouded in secrecy for many years.

SS ASCOT 7,000grt
Watts, Watts & Co

The Ascot, loaded with 9,000 tons of pig iron, paraffin wax, gunnies, linseed oil and coconut fibre, sailed from Colombo on 19 February 1944, bound for Fremantle via Diego Suarez. The passage, unescorted, to Madagascar was expected to take at least 12 days. By 29 February the ship had reached a position some 450 miles due east of the Seychelles, in an approximate position of 05.00S. 63.00E. when sometime after noon it was found by the Japanese submarine I-37 and hit by a torpedo, in the fore-part of the engine room. Immediately Ascot began to settle in the water.

Apart from those on watch below, an engineer and three ratings, it seems the remainder of the crew of 54 successfully abandoned ship. Shortly afterwards, I-37 surfaced and started to shell the vessel, although no hits were observed. Then followed a frenzy of wanton murder by the Japanese commander which lasted for two hours. It began by his ramming two lifeboats, spilling the survivors into the sea and then opening fire with machine gun and rifles. The ship was then again shelled and set ablaze before he resumed his attack on the survivors. Finally, at 20:00 hrs, the submarine motored away, leaving those few still alive to their fate. Now just eight in number on a raft, they were rescued the following morning. Amongst those lost was cadet **KM Lough**.

Source: Blood and Bushido by Bernard Edwards. This book gives a very detailed account of the ship's sinking and the subsequent atrocities. 




Warsash Association members by the Roll of Honour plaque (seen at top right of picture). Pictured L-R: G Angas; M Blood; C Clarke, R Holt; D McAllister; Mrs S McAllister; K Javan, M Drew; A Catesby

WARSASH REMEMBERS

Members of the Warsash Association attended the Remembrance Sunday service at St Mary's, Hook-with-Warsash on 10 November 2019 to re-dedicate the Roll of Honour plaque for the School of Navigation cadets who gave their lives in the Second World War, and to lay a wreath in their memory.

There are in total 13 Warsash cadets memorialised on the plaque: the six British cadets whose story has been told on these pages and seven from other nations who had been attending the college.

The plaque had been presented to the college in 1991 by the Warsash Association and used to be displayed at the Warsash Maritime Academy waterfront campus. Following the move to Solent University premises in Southampton, a new location was needed for the plaque, and the Association gratefully accepted the offer from St Mary's church.

On Remembrance Sunday, there was a procession to the local war memorial that included 10 officer cadets from the Warsash School of Maritime Science & Engineering, followed by the service at St Mary's. The service saw the re-dedication of the Warsash plaque, after which came the traditional bugle call of the Last Post, the two minutes' silence and readings for the fallen. Wreaths were laid by the Royal British Legion, The Warsash Association and other organisations. 



Today's Warsash cadets honour their predecessors at St Mary's, Hook-with-Warsash Images: Chris Clarke and Roger Holt



MY MERCHANT NAVY WAR

As the crew of the *Stena Impero* found earlier this year, it is all too easy for merchant seafarers to become caught up in a conflict in which they have no stake. A famous example of this was the 1967 Six Day War, which *Nautilus* member **PETER FLACK** remembers well

On 17 March 1967, I signed on as third mate on the Blue Funnel ship *MV Agapenor* at Birkenhead, near Liverpool. It was for a voyage to and from the Far East, including Singapore, Hong Kong and the Philippines.

Our cargo from those countries would have included sawn timber, rubber bales and cartons of goods for Woolworths, Boots and suchlike. Also, deep tanks of latex. On leaving the Orient it was usually full speed for the UK. However, on this trip there was to be one more port of call: Aden. This was to load a cargo of ammunition, for at that time we had Royal Marines stationed in Yemen.

The *Agapenor* arrived at Suez Port, a few days' passage from Aden, in the early hours of 5 June. We joined with

the other ships about to make up the north-bound convoy to navigate the Suez Canal. The oil tankers always headed the convoy, with the freighters following during the 100-mile passage. The *Agapenor* was the last but one in the line. At 0800hrs, with the Egyptian pilot already onboard, I relieved the chief officer. Shortly after this, the captain, Freddy Squires, blew up to me, using the windpipe and whistle. Strange, I thought, but the reason immediately became apparent.

'Mr Flack, I have just heard on the BBC World Service that war has broken out between the UAR [as Egypt was then known] and Israel, but do not tell the pilot. Should you see anything, let me know immediately.'

'Aye aye, sir.'

Straight away I informed the

young midshipman, and figuring that there may be a possibility of military action taking place, requested him to fetch my camera. With our quartermaster at the heel we kept a sharp lookout – and then a call came from the midshipman: 'Jet planes approaching from the East.' It was 0845hrs, and the jets came out of the sun, flying low, fast, using the convoy as cover. Nearly scraping our mastheads, one could easily make out the Israeli markings of the *Mystères*. We all ducked.

The attack was fast, furious, and devastating. The Egyptian Air Force was caught completely by surprise, and most of their planes were bombed out, smashed and put out of action for the rest of the war. Those planes that did manage to get airborne stayed high and circled like vultures hoping to save themselves for another day. The carcass lay below.

'They have asked for it now,' exclaimed the pilot.

With the job done and the fuel depot afire, the Israeli planes flew home, again using us, the convoy, as cover and with the following 'ack ack' fire in hot pursuit. Once again, we all ducked, and we all survived. It was close.

With the captain on the bridge, we went to anchor in the Great Bitter Lake, along with the other freighters. That is, apart from the two Russian ships that were allowed to turn around and head back to Port Suez. There were 14 remaining ships, from West Germany, Sweden, France, United States, Poland, Bulgaria, Czechoslovakia, and United Kingdom. There were four British ships: Port Lines' *Port Invercargill*, the Blue Star ship *Scottish Star*, and the two Blue Funnel vessels *Melampus* and the *Agapenor*.

There were a few more sporadic raids throughout the day but in truth there was not much else to bomb. As night-time approached, all ships were ordered to blackout. Keeping anchor watch was quite ghostly, spooky even, with just the silhouettes of the ships showing in the darkness.

The following day, 6 June, it was rumoured that the Suez Canal was blocked, but then quite late in the day, the southbound convoy passed through, too



▲ Top: 'surfboarding' on tow behind a lifeboat, with the *Agapenor* in the background

Above: one of the Israeli *Mystère* jets
Images: Peter Flack



late then for us to make our way north. 'Ah well, tomorrow it will be.'

Then it became obvious that we were being held hostage as bargaining chips in any future negotiations.

On 8 June the Canal pilots were landed, and police guards were put onboard all vessels. The only information we were receiving was from the BBC World Service. It soon became apparent that the UAR forces were sustaining heavy losses, so much so that after six days they surrendered.

Shortly after, large numbers of Egyptian forces were showing up on the eastern shores of the Lake, and several ships close to the shore were able to render valuable assistance to these devastated troops by conveying them to the opposite bank in their lifeboats.

Feeling neglected and without news, shipboard life took on a survival mode of living. Ship maintenance, playing cards, sing-songs, deck tennis, darts, swimming, listening to song and music from our tape recorders. I remember that the Beach Boys were very popular at the time, and Petula Clark's Downtown was a favourite.

Another popular pastime was surfboarding. We had made a surfboard that could be towed by our lifeboat. On one occasion, out surfboarding, we strayed too near to the Egyptian side of the Lake and they sent a volley of gunfire our way. Unfortunately, as I was being towed on the board at the time, I immediately submerged myself under the water. I held my breath for as long as possible, and then tried to resurface, but the surfboard would not let me. It tended

to dive even lower, but somehow or other, out of desperation and brute force, I managed to resurface.

Once I was safe onboard the lifeboat with my shipmates, we decided to head towards the Port Invercargill. Alongside the ship we climbed

the gangway to be greeted by the second mate. I could not believe my eyes. There he was, an old school chum, classmate of the London Nautical School, Gus Parry. How do these coincidences occur? We even used to catch the same 109B Blackfriars bus to school. After a brief showing around and exchange of stories, we headed back to Agapenor, and on lifting the boat back onboard, we discovered a spent bullet!

Life onboard carried on patiently and with the occasional exchange of food and goods to make living more bearable. There were not many occasions when ship visits occurred, with most crews keeping to their own vessels as they would when trading around the world. Most kept in good cheer although others did show signs of anxiety, and understandably so.

It was good news when, after six weeks, the Egyptian authorities decided to allow half the complement of crews to fly home. Obviously, the young apprentices and deck boys were included in this number along with those showing signs of anxiety. The opportunity was also used to exchange and replenish the ship's library. To our delight, a projector and accompanying films were brought onboard. Ironically, given our situation, the very first film to be shown was Born Free, starring Virginia McKenna and Bill Travers. Another form of entertainment was listening to The Merchant Navy programme which used to be broadcast by the BBC on Thursday evenings. Loved ones at home would send out song and message requests. With me it was the song Up, Up and Away, by the 5th Dimension. If only!

Then finally, three months from the outbreak of war, the authorities decided to allow the relief of the crews by volunteers from the different shipping companies. Wonderful. For the British ships we 'paid off' on 26 August in the Great Bitter Lake. We were transported to Cairo Airport where we boarded a flight to Heathrow and on to Speke Airport, Liverpool.

For me then, after a good night's sleep, was a hire car drive back to Hythe in Kent. A few weeks of leave and then another voyage. Simple. **i**

▲ **'The attack was fast, furious and devastating'**
Images: Peter Flack

▼ **Passing the time during the six weeks before the Egyptian authorities allowed some of the merchant seafarers to go home**



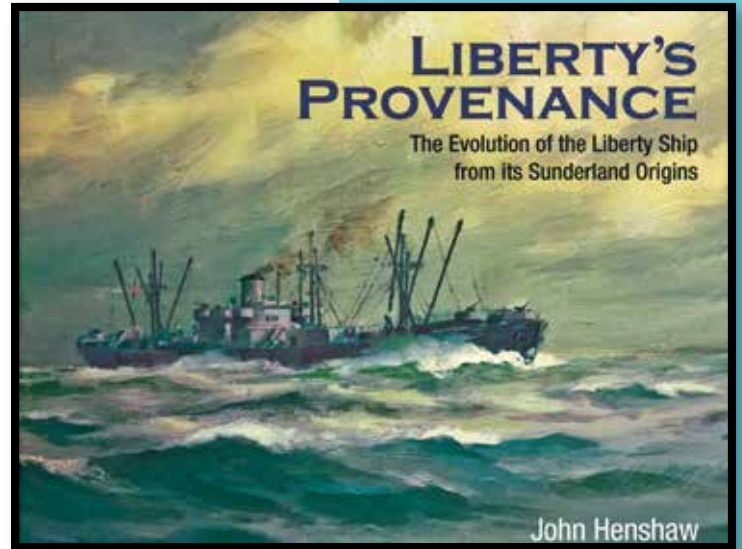
All-American icon owed its success to Sunderland

Liberty's Provenance

By John Henshaw

Seaforth Publishing, £25

ISBN 978 15267 50631



Merchant shipping was key to Allied success in the Second World War, keeping the armed forces supplied and the people fed and fuelled. And it was the Liberty Ship that has been hailed as being crucial in maintaining those supply lines at the height of the Battle of the Atlantic.

In this fascinating new account of a vessel that Time magazine described as an 'ugly duckling' and President Roosevelt dubbed a 'dreadful looking object', John Henshaw seeks to demolish what he describes as the 'liberal truths, myths and general propaganda' around the way in which Liberty Ships came into being.

He assembles a powerful case to demonstrate how the Liberty Ship would not have existed without the work done by the Sunderland yard of Joseph L. Thompson & Son. From its 1935 'milestone' in ship design – the Hall Brothers steamship *Embassage* – through to Court Line's *Dorrington Court*, and

the subsequent *Empire Wind*, *Empire Wave*, *Empire Liberty* and *Ocean Vanguard*, Henshaw shows how the Liberty Ship had been the outcome of an evolutionary process that owed its existence to hard work done on the banks of the Wear, and a great deal to the yard's chief designer, Cyril Thompson.

The book explains how the concept of a quick-to-build standard design had been developed two decades earlier, when the UK and US governments started building 'emergency ships' in 1917 in response to the alarming increase in losses at the hands of German submarines during the first world war.

By 1942, as the Battle of the Atlantic raged, U-boats were sinking ships faster than they were being built – with a staggering 698,000gt lost in June alone. The Liberty Ship programme, which had got under way in the previous year,

was part of what Henshaw describes as 'a simple matter of arithmetic' under which the Allies sought to replace ships faster than they were being sunk and sink U-boats faster than they could be replaced.

Around 2,710 Liberty Ships were built – all in the United States – and many went on to long post-war careers.

Whilst acknowledging their significant war-time role,

Henshaw argues that too much hyperbole surrounds the claims that these were the vessels that won the war and his book works hard to set their contribution within a wider context.

Henshaw challenges some earlier accounts of the 1940 British 'shipbuilding mission' to the US which served as an essential step in the Liberty Ship's evolutionary chain and makes a passionate case for the design's British origins to be properly acknowledged.

The book pays tribute to the

'cutting edge' prefabrication techniques used in Liberty Ship construction and examines the versatility of the design, with tanker, training, trials, maintenance, collier, hospital ship, and livestock and aircraft carrier versions all owing their existence to the simplicity and strength of the hull.

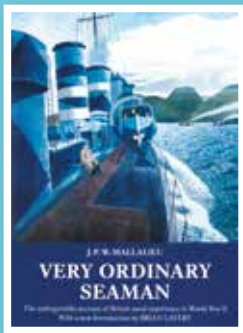
Henshaw notes the adage that history is written by the winners and in this era of 'fake news', he strives not only to correct US claims about the vessel's design but also to challenge the spread of internet-fuelled 'misconceptions' about its development and the 'spin-doctored world [that] has come to regard as the all-American Liberty Ship'. It's interesting to note the gaps in official records that enable such different interpretations to develop – even the total number of Liberty Ships is a matter for debate – and this book provides a stirring call for credit where credit is due. 📖

Book of the month

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

Welcome revival of a classic war story

Very Ordinary Seaman is something of a classic: a book written and first published during the Second World War, and now reissued by Lodestar Books with a foreword by maritime historian Brian Lavery and a cover by Eric Ravilious, an artist who died in the war.



Essentially a fictionalised memoir – or perhaps an autobiographical novel – it tells the story of a young man's war at sea, from his call-up to the Royal Navy, through training

and on to his gruelling tours of duty in the Arctic Convoys.

Bill Mallalieu was a journalist before going to sea, and his writing experience is put to good use in this pacey, vibrant tale based on his own experiences, full of lively characters and punchy, irreverent dialogue.

The work was well-received by the readers of the time, and the poet John Betjeman wrote of it: 'This is so sincere and truthful, so much both, that you are held all the time. You become part of the community life of the ship, so that despite the dangers, boredom and discomfort you step ashore reluctantly.'

Over 75 years on, *Very Ordinary Seaman* has stood the test of time, and this welcome new edition provides us with a way to experience something of a life we will hopefully never have to endure ourselves. **1**

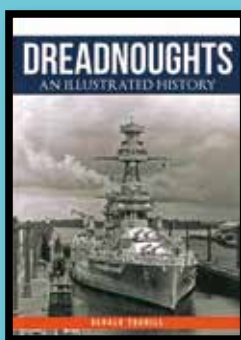
Very Ordinary Seaman
By JPW Mallalieu
Lodestar Books, £15.00
ISBN: 978 19072 06443

Game-changing vessel design

Launched in 1906, the Royal Navy battleship HMS Dreadnought served as such a step change in warship design, construction and operation that the name passed into common usage to define an entire class of similar vessels rapidly built by other maritime nations as the First World War loomed.

Gerald Toghill's concise (125-page) but insightful history of the dreadnought phenomenon explains the remarkable scale of the revolution wrought by the Admiralty in producing a ship that was unmatched by anything else at sea – and not least because of its turbine propulsion.

He explains the background to the introduction of HMS Dreadnought and



the 'arms race' which helped to drive its development and spur similar designs around the world. He also offers some interesting observations

on the tactical impact of such vessels, as well as the factors which served as the nemesis of the dreadnought concept after some 40 years.

It's a comprehensive and readable account, with a liberal helping of illustrations, and deserves an audience beyond the enthusiast. **1**

Dreadnoughts – An Illustrated History
By Gerald Toghill
Amberley Publishing, £15.99
ISBN 978 14456 86356

Momentous events through a local lens

This year saw the centenary of the 'Great Scuttle', in which German naval vessels interned in the British harbour of Scapa Flow at the end of the First World War were deliberately sunk by their own crews.

It's a well-known story of a proud nation trying to prevent its assets being handed over to the enemy in the Versailles negotiations, and we might wonder if there is anything new to say about these events.



However, in *The Great Scuttle*, author David Meara makes a good effort at a fresh perspective: that of children in the local Orkney community.

Meara explains at the beginning of the book that his own mother and uncle – Winnie and Leslie Thorpe – were witnesses to the scuttling as children, and he relates the story of how they and their schoolmates got more than they expected from a boat trip around the anchored German ships on 21 June 1919.

As with many Amberley publications, there is a fine selection of images throughout, and the author does a good job of placing the local children's witness accounts into the broader socio-political context.

The result is a well-researched history given life and immediacy by personal stories – with the added bonus of hearing how the events of June 1919 brought washed-up treasures to the Orkney islanders and created salvage jobs for many years to come. **1**

The Great Scuttle
By David Meara
Amberley Publishing, £14.99
ISBN: 978 14456 87001



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SHIPS OF THE PAST

By Andrew Linington

It's 60 years since the Royal Mail Lines vessel Amazon was launched by Princess Margaret at Harland & Wolff yard in Belfast. The third RMS to bear the name, the 20,368 gross ton Amazon was one of three sister ships – dubbed The Three Graces – which were designed and built to replace four 30-year-old vessels operating the company's South American service.

With a combined contract price of some £12.6m (around £240m in today's prices) and an unsuccessful economic performance, the three ships cost more to build than planned and were blamed as one of the causes of the collapse of Royal Mail Lines, which had been the largest shipping company in the world only 40 years previously.

Powered by two six-cylinder Burmeister & Wain-type oil engines driving twin screws, Amazon had a service speed of 18 knots. The ship could carry up to 488 passengers – 107 first class, 82 cabin class and 275 third class – along with 5,000 tons of refrigerated and mixed cargo, including beef and fruit from Argentina and Brazil.

Like its sisterships Aragon and Arlanza, Amazon had a white hull in place of the Royal Mail Lines' traditional black, and had what was even in 1959 an old-fashioned split superstructure.

The trio came into service at a tough time. Passenger numbers were falling as air travel started to increase, and

cargo volumes were declining as a consequence of South American countries demanding a greater share of shipping trades, as well as cuts in the Argentinian beef trade following an outbreak of foot and mouth disease.


In 1967, Amazon was refitted as a one-class ship, capable of carrying 470 passengers, and was transferred to the Shaw Savill Line. Renamed Akaroa, the ship was deployed on Shaw Savill's round-the-world and Australia and New Zealand services.

Akaroa suffered a fire 1,000 miles South West of the Azores in April 1970 and rumours about the ship's future

were rife, as all of the Three Graces had struggled to make money for the new owners.

The three sisters were withdrawn from service in 1971 – three years earlier than planned – with the company stating that they had been 'peculiarly vulnerable to recent increases in operating costs and to the deterioration in productivity'.

All three were sold to Uglands of Norway for US\$700,000 and converted in Croatia at a cost of \$8m to vehicle carriers. Amazon became Akarita, and could carry up to 4,000 cars. The ship operated – profitably – for a further decade and was renamed Hual Akarita and switched to the Liberian flag in 1977, for a period of joint service with Hoegh between 1977 and 1980.

The vessel's name reverted to Akarita in 1980, and it was broken up in Kaohsiung, Taiwan, early in 1982. 

● ● ●

With a high contract price of £12.6m and an unsuccessful economic performance, Amazon, Aragon and Arlanza were blamed in part for the collapse of Royal Mail Lines

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NAUTILUS
INTERNATIONAL

Offshore Wind: op naar een aantrekkelijke, duurzame en veilige sector om in te werken

Bij het opwekken van duurzame energie past ook een duurzame (sociale) sector. Met echte, vaste banen, waar medewerkers veilig en gezond kunnen werken en een goed cao-loon verdienen. Steeds meer werkgevers praten steeds meer over duurzame energie en ook over een duurzame Offshore Wind sector. Maar afspraken over goede arbeidsvoorwaarden, arbeidsomstandigheden en arbeidsverhoudingen blijven nog altijd achter. Hoog tijd voor zowel Nautilus als de FNV om dit voortvarend met elkaar aan te gaan pakken. Daarom is besloten de krachten te bundelen en hiervoor een speciaal FNV/Nautilus Offshore Wind Team op te richten. Een tiental (parttime en full time) FNV/Nautilus medewerkers is hiermee inmiddels aan de slag. De Telegraph sprak met (FNV) projectleider Marielle Schoonhoven en met (vanuit Nautilus) projectverantwoordelijke Charley Ramdas over 'het werken aan een volwassen sector'.

Bestendige, groene banen

Charley Ramdas: 'In de laatste congresresolutie heeft de FNV, waarbij wij als Nautilus ook zijn aangesloten, een brede agenda omarmd waar duurzaamheid en milieu een belangrijk deel van uitmaken. De energietransitie, die nu gaande is, is een belangrijke maatschappelijke en politieke ontwikkeling met grote effecten op de wereld van werk en inkomen en op het bestaan van burgers. Je ziet dat Offshore Wind steeds belangrijker wordt en je ziet dan ook steeds meer windparken op de Noordzee verrijzen. In deze sector komen ook steeds meer mensen te werken. Deze werknemers hebben recht op bestendige, groene banen met goede arbeidsvoorwaarden. Daar willen we voor gaan met elkaar.'



Het FNV/Nautilus offshore wind team is er klaar voor!

Maritieme functies

Marielle Schoonhoven: 'Er wordt al lang gesproken in allerlei platformen over de energietransitie. Bij de overstap naar een volwassen sector is het wenselijk wanneer arbeidsinhoud, arbeidsvoorwaarden, arbeidsomstandigheden en arbeidsverhoudingen (de 4 A's) een structureel onderwerp zijn van gesprek. FNV/Nautilus heeft een aantal cao's in en rond de Offshore Wind. In de keten zijn meer cao's van toepassing. Er is echter een ongeorganiseerd, versnipperd en niet door cao's gedekt gebied rond en op het water. In delen van de keten ontbreekt het vooralsnog aan collectieve arbeidsvoorwaardenvorming. Met name als het gaat om maritieme functies. De bestaande cao's (Bagger en Koopvaardij) sluiten onvoldoende aan op de werkzaamheden in de sector. Er ontstaat aan de randen van bestaande sectoren een nieuwe sector die niet onder de werkingssfeer van een cao valt.

Waar nu geen cao geldt in de Offshore Wind moet er een cao komen. Als start/uitgangspunt kunnen in eerste instantie de geldende cao's als basis worden genomen.'

Fysiek zwaar werk

Charley Ramdas: 'Werken in de Offshore Wind, met name aan boord van schepen, is fysiek zwaar. Ook de omstandigheden waaronder er gewerkt moet worden brengen de nodige risico's voor werkenden met zich mee. In dit verband kan o.a. worden genoemd lange periodes van huis, slechte weersomstandigheden, werken op hoogte, etc. Er is een Arbocatalogus die wordt herzien. Cruciaal is om daar nadrukkelijk ervaringen en kennis van medewerkers te betrekken om zo een volledig beeld vanuit de praktijk te krijgen met betrekking tot risico's en maatregelen.

Oprichting overlegplatform van sociale partners


Tevens dient de samenwerking tussen de bedrijven en vakbonden vorm en inhoud te krijgen. Dit draagt bij aan het vinden van oplossingen voor onder andere de krapte op de arbeidsmarkt en de toenemende behoefte aan breder inzetbaar en goed gekwalificeerde professionals.

Ook voor het kunnen behouden van deze professionals is samenwerking van grote waarde. Wij stellen in dit verband dan ook voor om op korte termijn te komen tot een overlegplatform waar vakbonden en werkgevers met elkaar het overleg opstarten over het op orde krijgen van de 4 A 's.'

Marielle Schoonhoven tenslotte: 'We hebben er zin in als team. We zijn al volop bezig met het afleggen van vlootbezoeken. Daarnaast doen we ook bedrijfsbezoeken, bij offshore bedrijven als SIF en Siemens Gamesa, hier ook in nauw overleg met onze collega's van FNV Metaal uiteraard.'

Bent u werkzaam in de Offshore Wind sector en wilt u meer informatie over wat we voor u kunnen betekenen? Mail dan naar: infol@nautilusint.org

Werkgelegenheid

Op 10 juli jongstleden werd het rapport 'Werkgelegenheid Offshore Windenergie' gepresenteerd. Het rapport geeft inzicht in de hoeveelheid mankracht en competenties die nodig zijn voor de uitrol van wind op zee in de jaren tot en met 2023. Offshore Wind speelt in Nederland een belangrijke rol in de energietransitie. Om inzichtelijk te krijgen hoeveel mensen er precies nodig zijn in de constructiefase en de operationele fase van windparken op zee en welke competenties precies nodig zijn, heeft TKI Wind op Zee in samenwerking met RVO.nl een onderzoek laten uitvoeren. Aan de hand van interviews en workshops met medewerkers van offshore bedrijven (Deutsche Windtechnik, Gemini, OutSmart, SeaZip, Siemens Gamesa Renewable Energy, SIF, Smulders, Van Oord e.a.) zijn bestaande windparken geanalyseerd vanuit het personeel. Met de kennis die ze zo opdeden, gingen de onderzoekers vervolgens naar onderwijsinstellingen om te kijken of deze zich herkenden in de geïdentificeerde banen en de competenties die hieraan gekoppeld waren. Uit de gesprekken en workshops met onderwijsinstellingen bleek dat deze de vraag naar offshore windpersoneel hard zien groeien, maar niet weten hoe zij hun opleidingen het best kunnen aanpassen aan veranderende omstandigheden. Zo hebben we geleerd dat voor de bouw van de windparken de komende vijf jaar ongeveer 2.500 mensen nodig zijn. En in de operationele fase – die minimaal twintig jaar duurt – moet er voor beheer en onderhoud een personeelsbestand zijn van 320 fte. 
(Bron: Maritiem Nederland)

CONTRIBUTIE 2020

De Council van Nautilus International heeft besloten om de contributie licht te verhogen. Hieronder vindt u de per 1 januari 2020 geldende contributiebedragen:

Categorie	Contributie per maand
23 jaar tot 27 jaar < € 3.000	€ 19.30
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leden walgroep < 30 uur	€ 10.10
Onder 23 jaar	€ 14.95

Het maandblad SWZ kost € 3,05 per maand.

Aan onze leden die hun contributie betalen via een automatische incasso laten we hierbij weten dat de maandelijkse contributie rond de vijfde van elke maand zal worden afgeschreven van hun bankrekening.

Informatief gesprek met nieuwe Ondernemingsraad van DCR

Op 14 oktober jongstleden vergaderde de eind vorig jaar ingestelde nieuwe Ondernemingsraad (OR) van DCR met FNV Waterbouw op het Nautilus/FNV Waterbouw kantoor in Rotterdam. Hiervoor kende DCR geen ondernemingsraad. Nautilus/FNV Waterbouw heeft in goed overleg met de werkgever meegeholpen met de oprichting van deze OR.

Loon- en arbeidsvoorwaarden enquête


Nautilus/FNV Waterbouw OR adviseur Jos Hilberding: 'Wij hebben met de OR de uitkomsten van onze enquête over de Loon- & arbeidsvoorwaarden besproken. Van de geënquêteerden heeft 32% gereageerd. De volgende onderwerpen werden met name behandeld:

- Het verstrekken van een addendum (dienstnota) door DCR, wat feitelijk een eenzijdige wijziging van de arbeidsovereenkomst betekent.
- Reisdagen die als verlofdagen worden afgeboekt.

- Verlofdagen worden in sommige gevallen afgeboekt tijdens arbeidsongeschiktheid.
- De communicatie met de achterban. Voor wat betreft het laatste punt gaf de OR aan dat er inmiddels gewerkt wordt aan een betere communicatie met de achterban; dit loopt verder via DCR.'

Buitenlandregeling

Jos Hilberding: 'De overige punten liggen op het bordje van FNV Waterbouw, maar wij vonden het belangrijk dit te delen met de OR. Omdat er geen Buitenlandregeling is afgesproken met de vakbonden willen wij met DCR hierover in gesprek gaan.

Jochem Kapitein is inmiddels uit de OR gestapt en opgevolgd door Koen Lootsma. Koen en Jochem zijn beiden lid van FNV Waterbouw. Jochem werd bedankt voor het meehelpen bij het opstarten van de OR DCR. Het was al met al een boeiend en informatief gesprek.' 



LEDEN EN HUN WERK

BOEIENDE NAUTILUS KADERLEDENDAG OP EEN BIJZONDERE LOCATIE

Opkomen voor je eigen en elkaars belangen. Samen uitbouwen waar de bond voor gaat en staat. Hoe krijgen we (nog) meer leden en vooral ook jongere leden? Wat betekent de onlangs afgesloten nieuwe pensioendeal voor onze leden? Hoe vullen we met name zaken als 'zwaar werk en mogelijk eerder stoppen met werk' en 'Duurzame Inzetbaarheid' verder in? Dat waren een aantal van de onderwerpen die op de Nautilus Kaderledendag werden besproken. De dag vond plaats op 31 oktober jongstleden op een bijzondere en sfeervolle locatie: het Dominicanenklooster in het centrum van Zwolle. Onder voorzitterschap van Nautilus vicevoorzitter Sascha Meijer gingen de kaderleden met elkaar in discussie over het belang van goed vakbondswerk aan boord en met het uitwisselen van ervaringen in de diverse sectoren. Ook 3 jonge leden gaven acte

de présence. Naast Nautilus bestuurder en pensioendeskundige Marcel van Dam, Nautilus communicatieadviseur Hans Walthie en management assistente Ingrid van Stijn.

Van folderen tot actievoeren

Sascha Meijer gaf aan dat het woord 'kaderlid' ruim opgevat wordt binnen Nautilus. 'Dan kun je denken aan iemand die weleens iets extra's doet voor de bond, zoals bijvoorbeeld folders met belangrijke vakbondsonderwerpen nader onder de aandacht brengen onder collega's. Tot aan het meedoen en organiseren van bepaalde acties en manifestaties. Of bijvoorbeeld ook meegaan met cao onderhandelingen. Dat is ook prettig voor de Nautilus bestuurders en onderhandelaars. Want onze leden weten vaak toch beter hoe bepaalde zaken er in de praktijk aan boord aan toegaan.'

Wat kan beter?

In het middagdeel gingen de deelnemers uiteen in workshops en werden een aantal (verbetering) suggesties inzake enkele belangrijke gesignaleerde thema's besproken, zoals:

Ledenwerving onder jongeren (die al een paar jaar varen):

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- Speciale aanmeldactie bij lidmaatschap instellen.
- Actief betrekken bij cao-onderhandelingen.

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- Vragen over onder andere certificering moeten daadkrachtiger worden opgepakt door Nautilus en de Overheid.
- Nadrukkelijker handhaven op arbeids-/rusttijden.

Zwaar werk:

Wat helpt?

- 45 jaar werken is genoeg! Misschien moet deze leeftijd zelfs naar beneden bijgesteld worden. (Nuance: 45 jaar werken of 45 jaar pensioenpremie betalen?)
- Onderwijs en loopbaanbeleid lopen niet synchroon met de automatisering. Wat zit er achter die knop? Er is nu minder tijd voor jongeren om goed vakmanschap op te bouwen. Dit geeft meer werkdruk en werkstress.

Deze taakverzwaring geldt ook voor de begeleider.

- Meer aandacht voor cross culturele communicatie.
- Dragen van verantwoordelijkheid (niet alles vanaf de wal opdragen).

In haar slotwoord dankte Sascha Meijer eenieder voor het actief meedenken en -discussiëren. Verder gaf ze aan alle aangemelde suggesties en ideeën in te brengen in het Nautilus bestuurders overleg. Alle deelnemers gaven tenslotte aan dit een 'boeiende en inspirerende dag' te hebben gevonden. Voor herhaling vatbaar. Na afloop werd er een drankje en een hapje genuttigd. 

Pensioenopbouw BPF Koopvaardij onder druk door dalende rente

U heeft afgelopen tijd ongetwijfeld via de media vernomen van een verdere rentedaling en de gevolgen die dit heeft voor pensioenfondsen en haar deelnemers. Zij worden geconfronteerd met dalende dekkingsgraden en hogere kosten van pensioenopbouw. Door de lagere rente wordt de opbouw van het pensioen duurder. Voor iedere Euro pensioenopbouw moet meer geld worden ingelegd.

Ook het Bedrijfspensioenfonds (BPF) Koopvaardij heeft hier mee te maken. Jaarlijks stelt het pensioenfonds de kostendekkende premie vast voor het komende jaar en informeert sociale partners hierover. Het fonds heeft dit bij brief van 29 oktober jongstleden gedaan op basis van de definitieve cijfers. Deze cijfers waren nog iets slechter dan de eerder gepresenteerde voorlopige cijfers over september. Door de dalende rente is de huidige premie niet meer kostendekkend. Het fonds voert de regeling uit zoals die tussen de Nautilus en de werkgeversverenigingen, Vereniging van Werkgevers in de Handelsvaart en Sociaal Maritiem Werkgeversverbond, is afgesproken. Sociale partners gaan over de inhoud van de regeling en de hoogte van de premie. Het is dus aan sociale partners om keuzes te maken als de premie niet meer kostendekkend is. Er is sprake van een tekort van ongeveer 7,8 miljoen euro.

Bestemmingsdepot

Met de werkgevers is een premie overeengekomen van 25,9 % van de premiegrondslag. De premiegrondslag is in de koopvaardij het pensioengevend loon minus de franchise van 13.786 Euro. (Franchise= het onderste deel van het inkomen waarover men geen pensioen opbouwt en ook geen premie betaalt.). Voor 2019 bedroeg de premie eenmalig 25,3 %. In 2019 werd 0,6 % voor één jaar gefinancierd vanuit het premieoverschot over 2018. De andere helft van dit premieoverschot over 2018 (1,25 miljoen Euro) werd gestort in een bestemmingsdepot. Het ligt voor de hand om als sociale partners af te spreken dat vanuit de middelen van dit depot een deel van de premie over 2020 gefinancierd kan worden. De middelen vanuit dit bestemmingsdepot zijn echter onvoldoende om de premie voor 2020 kostendekkend te laten zijn. Er blijft dan nog een gat van ca 6,6 miljoen bestaan. Om de premie kostendekkend te laten zijn, moet de premie in 2020 stijgen naar 29,3 % van de premiegrondslag of

moet de pensioenregeling versoerd worden.

Versoerden

'Versoerd worden' betekent in dit verband het verlagen van het opbouwpercentage van 1,606 % naar 1,425 %, of het verlagen van de opbouw nabestaanden pensioen als percentage van het ouderdomspensioen van 33 % naar 2,5 %. In dit laatste geval is 67,5 % van het nabestaandenpensioen op risicobasis verzekerd. Als laatste bestaat nog de mogelijkheid om de franchise te verhogen naar 18.199 Euro. Deze mogelijkheid raakt met name de opbouw van zeevarenden met een laag inkomen.

Het huidige premiebudget van 25,9 % is vastgelegd in het Basisakkoord Pensioenen uit 2015. Een eventuele verhoging van de premie vraagt om aanvullende afspraken op deze overeenkomst met werkgevers.

Bij een premiestijging komt op basis van de huidige afspraken in de sector de helft van de stijging voor rekening van de werknemer en de andere helft voor rekening van de werkgever. Dit

houdt in dit geval in dat werkgever en werknemer ieder 1,7 % van de 3,4% premiestijging voor hun rekening nemen. Nog op te merken is dat het netto effect voor de werknemer kleiner is dan 1,7 %, omdat de werknemerspremie in mindering wordt gebracht op het belastbaar inkomen. De algemene inzet vanuit de FNV, waarbij Nautilus is aangesloten, is om de pensioen opbouw in stand te laten omdat de rekening van de rentedaling niet verder eenzijdig bij werknemers terecht mag komen. Door een steeds lagere opbouw komt het uitgangspunt voor een goed pensioen onder druk te staan.

Nautilus ledenvergadering: tijdelijke premieverhoging

De te maken keuze en de inzet voor het overleg met werkgevers werden op 1 november jongstleden besproken tijdens en ledenvergadering in Amersfoort. Aan de hand van een presentatie werden leden meegenomen in de historie en de huidige ontwikkelingen. Daarna volgde een discussie over de te maken keuze. Leden besloten unaniem dat de inzet voor het overleg met reders een tijdelijke premieverhoging voor 2020 zou moeten zijn om hiermee de huidige opbouw in stand te laten. Binnenkort zal Nautilus overleg hebben met de redersverenigingen over dit onderwerp.

Wij houden u op de hoogte van de ontwikkelingen. 

'Overleg met
reders over
tijdelijke
premier-
hoging'

LEDEN EN HUN WERK

NAUTILUS STAAT VOOR U KLAAR

Loon naar werken

Ons lid Caspar van Vliet* werd in oktober 2018 door een Nederlandse reder aangesteld als 'Trainee Mate' op een onder Nederlandse vlag varende Multicat. De met hem overeengekomen arbeidsovereenkomst was een jaarcontract tot 1 oktober 2019. Er is geen cao van toepassing en zijn arbeidsovereenkomst bepaalt dat zijn werktijden gebaseerd zijn op het 'één-op-één-af'-systeem.

In juni 2019 gaat Caspar weer aan boord van de Multicat en de Master feliciteert hem met zijn promotie tot de functie van Chief Mate. Dit kwam voor Caspar onverwacht, maar hij vervult zijn nieuwe functie gedurende die zomermaand met veel plezier en succes.

Burgerlijk Wetboek

Op het moment dat Caspar van boord gaat, belt hij naar zijn werkgever en vraagt of hij een nieuwe aanstelling kan krijgen voor de functie van Chief Mate. De werkgever vertelt Caspar echter dat hij pas na drie maanden varen als Chief Mate de officiële aanstelling en bijbehorende hogere gage zou ontvangen. Dit leek Caspar geen logische en eerlijke regeling. Hij informeerde daarom eens bij zijn vakbond

Nautilus. De medewerkster van Nautilus kon hem gelukkig snel een glashelder antwoord geven. In ons Burgerlijk Wetboek is namelijk het volgende artikel opgenomen:

"Verricht de zeevarende andere werkzaamheden dan hij heeft te verrichten overeenkomstig die functie, waarin hij volgens de zee-arbeidsovereenkomst aan boord dienst doet, dan heeft hij recht op het overeenkomende loon indien dit hoger is dan het loon voortvloeiende uit de zee-arbeidsovereenkomst'.

Toch had Caspar nog een aantal gesprekken nodig voordat de werkgever overstagging en hem niet alleen het juiste loon betaalde, maar hem zowaar ook een nieuwe arbeidsovereenkomst aanbood. Dit keer voor onbepaalde tijd in de functie van Chief Mate per 1 juli 2019. 'Eind goed, al goed' zou je denken...

Loonstrook niet correct

Echter op de loonstrook over de maand juli 2019 zag Caspar dat hij weliswaar betaald werd als Chief Mate, maar dat zijn daarna opgenomen verlof tegen de gage van trainee was uitbetaald. De werkgever gaf aan dat de verlofdagen van een oudere periode dateerde,

toen hij nog trainee was. Caspar had voor zijn promotie nagenoeg geen verlofdagen meer over, dus die redenatie klopte niet. Caspar vroeg Nautilus weer om advies. Zijn contactpersoon was ook dit keer snel klaar. Als gezegd, werkt Caspar namelijk volgens het 'één-op-één-af'-systeem. Binnen dat systeem krijg je een verlofdag voor iedere gewerkte kalenderdag en die dagen vloeien direct voort uit de periode die je aan boord dienst gedaan hebt.

Brief vakbond naar werkgever

Caspar kreeg desondanks geen gelijk van zijn werkgever. Sterker nog, er werd hem zelfs gezegd dat hij op deze wijze zijn promotie op het spel zette. Nautilus heeft vervolgens de werkgever aangeschreven die daarna vrijwel meteen bevestigde dat Caspar zijn verlofdagen alsnog tegen het hogere Chief Mate gage betaald zou krijgen. Soms is een brief van de vakbond nodig om een werkgever te helpen overtuigen dat loon naar het werk betaald dient te worden.

Neem bij dit soort zaken daarom ook altijd contact op met uw vakbond: infol@nautilusint.org 

(Caspar van Vliet* = gefingeerde naam)

Belastingsservice FNV staat weer voor u klaar

Ook in 2020 staat de Belastingsservice FNV weer voor u klaar. U kunt hier op 2 manieren weer gebruik van maken:

A. U maakt een afspraak bij de Belastingsservice FNV. U kunt dan in uw omgeving een locatie kiezen waar de aangifte samen met een collega van de Belastingsservice FNV wordt ingevuld.

B. U stuurt, zoals u in de achterliggende jaren gewend was, uw gegevens op. Wij verzoeken u vooraf uitstel aan te vragen. U stuurt uw VOLLEDIGE gegevens naar:

BELASTINGSSERVICE FNV
T.A.V. ILSE CLARIJS
POSTBUS 8696
3009 AR
ROTTERDAM


Volledige gegevens betekent dat een en ander panklaar moet zijn. Gereed om toe te voegen aan uw aangifte. De volledige lijst van gegevens vindt u in januari op de website van de Belastingsservice FNV. Maar in ieder geval moet u aanreiken:

1. **Aangiftebrief**, de brief waarin u gevraagd wordt vóór 1 mei aangifte te doen.
2. **Machtigingscode**, een jaarlijkse code die u mee moet

sturen of als u de code niet ontving, zelf moet aanvragen.

3. **Kopie van uw laatste aangifte**: voor de invuller van groot belang om uw bijzonderheden voor de aangifte te kennen.

4. **Alle gegevens**: van belang voor de aangifte.

Natuurlijk zijn deze spelregels voor u en uw partner van toepassing! 

Nautilus op scheepsbezoek bij Big Lift's Happy Rover

Nautilus bestuurder Michel Steketee en adjunct bestuurder Jelle de Boer bezochten eind oktober jongstleden het zware ladingschip Happy Rover van rederij Biglift Shipping, behorend tot de Spliethoff Group. Een verslag:

'Terwijl dunne ochtendwolken plaatsmaken voor een blauwe hemel en een zonnige koude dag, melden wij ons bovenaan de gangway van het zware ladingschip Happy Rover. Het schip lag, na een rustige oversteek vanuit Houston, vanaf 26 oktober afgemeerd in de Rotterdamse Merwehaven. Vandaag is afgesproken dat Nautilus International het schip bezoekt om met de bemanningsleden te spreken. De gangway-wacht, een vriendelijke Filipijnse gezelschap, wijst ons de weg naar de messroom waar de kapitein ons ontvangt.

Promotie vakbond

Hij vertelt over de afgelopen en aanstaande reis en over de te verschepen lading. En informeert ons over de aanwezige bemanning. Van onze kant geven we hem drie tasjes met informatie-, promotiemateriaal en aanmeldformulieren van Nautilus International. Een voor de kapitein zelf, een voor de Nederlandse officieren en een voor de Filipijnse bemanning. Tot aan pikheet, om tien uur, hebben wij tijd en toestemming om ons vrij over het schip te bewegen en met alle bemanningsleden te spreken.

Leden ontmoeten tijdens hun werk

Nadat de hoofdwerktuigkundige ons heeft voorzien van gehoorbescherming neemt



'Nautilus biedt leden 24/7 wereldwijd ondersteuning'

hij ons mee de machinekamer in.

Daar zijn twee man bezig met onderhoudswerkzaamheden aan de hoofdmotor. Een van hen is Mitchell Smid, 3e werktuigkundige en zoals al snel blijkt een enthousiast en betrokken lid van Nautilus International. In de controlekamer kunnen wij in relatieve rust en dus zonder gehoorbescherming spreken met Mitchell, die zijn opleiding heeft genoten aan de zeevaartschool in IJmuiden en het goed naar zijn zin heeft bij Biglift Shipping.

Betrokken leden

Dat Mitchell een enthousiast en betrokken lid is, blijkt uit het feit dat hij heeft meegewerkt aan de cao-enquête Spliethoff, die de basis vormt van de cao-voorstellen die Nautilus International namens haar leden heeft opgesteld voor de lopende cao-onderhandelingen. En uit het feit dat hij graag had deelgenomen aan de bijeenkomst, waar met leden werd

gediscussieerd over de toekomst van het Bedrijfspensioenfonds Koopvaardij, maar niet in de gelegenheid was omdat hij nog aan boord was van de Happy Rover.

Leden werven leden

Onlangs heeft Mitchell een collega overtuigd om lid te worden van Nautilus International vanwege de wereldwijde 24/7 assistentie. Als voorbeeld refereerde hij daarbij aan de situatie van een kapitein-eigenaar welke een bemanningslid (en lid van Nautilus) niet meer aan boord wilde en achterliet in een buitenlandse haven. Die man wist zich geen raad in dat verre en vreemde land. Met behulp van de vakbond is ons lid weer teruggekeerd naar zijn woonland.

Zelf lid worden of iemand lid maken? www.nautilusint.org/nl


Brug en dek

Vanaf de brug zien we de bedrijvigheid die heerst op het dek. Onderhoudswerkzaamheden

aan een van de kranen en de voorbereidingen voor het aan boord nemen van de lading die bestaat uit een volledige load ramp, welke bij de Stena-line in Liverpool afgeleverd en ter plekke ingehangen moet worden. Aangekomen op het dek spreken we met de 1e stuurman, Kevin de Wit, over onder andere zijn lidmaatschap van Nautilus International en zijn carrière op zee. Al met al een geslaagd scheepsbezoek, waar we bemanning en leden aan boord goed hebben kunnen spreken over arbeidsvoorwaarden en werkomstandigheden.

Contact / vlootbezoek

Heeft u een vraag, input of wilt u door een van ons worden gebeld? Laat het ons weten, via: infol@nautilusint.org

Ook komen wij graag bij u aan boord langs. Wilt u ons tippen als uw schip in de buurt van Nederland is en u ons graag even ontvangt? 

Dienstverlening Nautilus International en FNV Waterbouw

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

Dit keer betreft het: STEEDS MEER VASTSTELLINGSOVEREENKOMSTEN

Het komt steeds vaker voor dat een arbeidsovereenkomst wordt beëindigd door middel van wederzijds goedvinden en de afspraken hierover vastgelegd worden in een vaststellingsovereenkomst. Ook in de maritieme wereld wordt in individuele, maar ook in collectieve zaken, veel gebruik gemaakt van deze mogelijkheid.

Wat is een vaststellingsovereenkomst/beëindigingsovereenkomst?

Een vaststellingsovereenkomst/beëindigingsovereenkomst is een bijzonder soort overeenkomst. Bij het aangaan van een vaststellingsovereenkomst maken partijen afspraken over de beëindiging van een dienstverband; meestal naar aanleiding van een arbeidsconflict of verstoorde arbeidsverhouding.

Vanaf de invoering van de nieuwe werkloosheidswetgeving in 2006 is deze mogelijkheid in de wet vastgelegd. Een beëindiging met wederzijds goedvinden op initiatief van de werkgever is een rechtsgeldige manier om tot een beëindiging van het dienstverband te komen, die niet leidt tot eventuele problemen bij de toekenning van een Werkloosheidsuitkering (WW).

Wat wordt er in de overeenkomst opgenomen?

In de eerste plaats worden de algemene gegevens van partijen opgenomen, zoals namen, adressen, maar ook de functie van de werknemer en de datum van indiensttreding. Verder wordt de reden van beëindiging van de arbeidsovereenkomst vermeld.

Om problemen met het verkrijgen van een WW-uitkering te voorkomen, dient dit een ‘neutrale’ reden te zijn. Bijvoorbeeld bedrijfseconomische redenen of een verstoorde arbeidsrelatie, die niet verwijtbaar is aan de werknemer. Wel verwijtbaar zijn bijvoorbeeld diefstal, agressie en andere redenen voor ontslag op staande voet.

Het initiatief tot beëindiging van de arbeidsovereenkomst dient genomen te zijn door de werkgever en de voor de werkgever geldende opzegtermijn moet in acht worden genomen. De WW-uitkering gaat immers pas in, nadat de fictieve opzegtermijn (de opzegtermijn, die de werkgever in acht zou moeten nemen) verstreken is. Er wordt door het UWV gerekend vanaf de datum van ondertekening van de beëindigingsovereenkomst en gerekend vanaf het einde van de maand. Is de opzegtermijn bijvoorbeeld 3 maanden en wordt de overeenkomst getekend op 15 november, dan rekent het UWV vanaf eind november en begint dan met tellen. Dat betekent dat de einddatum 1 maart zou moeten zijn, aangezien dan de fictieve opzegtermijn verlopen is en de WW uitkering aanvangt.

Ontslagvergoeding

Daarnaast dient - uiteraard - de beëindigingsdatum van de arbeidsovereenkomst te worden opgenomen en de eventuele ontslagvergoeding die de werknemer uitbetaald krijgt. Verder kan worden afgesproken dat de werknemer voor de rest van de duur van de arbeidsovereenkomst wordt vrijgesteld van werk en dat hij de resterende vakantiedagen al dan niet krijgt uitbetaald.

Ook wordt vaak vastgelegd dat de werknemer nog bepaalde bedrijfseigendommen (bijvoorbeeld een laptop, telefoon) moet teruggeven en/of of de werknemer na beëindiging van de arbeidsovereenkomst nog gebonden is aan een concurrentie- of relatiebeding.

Getuigschrift

Werkgevers zijn wettelijk alleen verplicht om een neutraal geformuleerd getuigschrift af te geven aan het einde van het dienstverband. Het is daarom van belang af te spreken dat dit een positief getuigschrift wordt. In dat geval moet de werkgever positieve referenties geven ten behoeve van mogelijk nieuwe werkgevers.

Een vaststellingsovereenkomst wordt meestal afgesloten met de bepaling dat partijen elkaar ‘finale kwijting’ verlenen als alle afspraken, genoemd in de overeenkomst, zijn nagekomen. Omdat partijen daarmee verklaren niets meer van elkaar te vorderen te hebben, is het van belang dat de gemaakte afspraken

betreffende de rechten en plichten van partijen compleet zijn en de werknemer niets meer te vorderen heeft van de werkgever.

Bedenkttermijn

In de wet is vastgelegd dat de werknemer, na het sluiten van een vaststellingsovereenkomst, een bedenkttermijn van twee weken heeft. De werkgever is verplicht om dat in de overeenkomst te vermelden. Doet de werkgever dat niet, dan heeft de werknemer een bedenktijd van drie weken.

Binnen de bedenktijd kan de werknemer zonder opgaaft van redenen terugkomen op de gemaakte afspraken, door schriftelijk aan de werkgever de ontbinding van de overeenkomst in te roepen.

Beëindigingsovereenkomst bij ziekte

In de meeste gevallen is het niet verstandig een vaststellingsovereenkomst aan te gaan indien u ziek bent. Het verkrijgen van een WW-uitkering of Ziektewetuitkering is dan vaak niet mogelijk, omdat u in dat geval een benadelingshandeling pleegt jegens het UWV. Maar er zijn uitzonderingen denkbaar, vooral indien de ‘ziekte’ samenhangt met de arbeidsrelatie (situatieve arbeidsongeschiktheid). Als lid van een vakbond heeft u het voordeel dat u eerst deskundig advies kan vragen, vóórdat u in een dergelijke situatie een vaststellingsovereenkomst accepteert.




Individueel en collectief toegepast

In de inleiding hebben wij aangegeven dat ook in de maritieme wereld in individuele, maar ook collectieve zaken, veel van deze mogelijkheid gebruikt wordt om arbeidsovereenkomsten te beëindigen. Als voorbeeld geven wij de verkoop van meerdere schepen, waardoor er collectief zeevarenden boventallig werden. Als belangenbehartiger voor de leden heeft Nautilus met de werkgever dan onderhandeld over een sociaal plan.

In een sociaal plan wordt vastgelegd welke collectieve voorwaarden en afspraken van toepassing zijn als een beëindiging van de arbeidsovereenkomsten met betrokkenen overeengekomen wordt. Een onderdeel hiervan is de inhoud van de vaststellingsovereenkomst, welke verwijst naar de afspraken in het sociaal plan.

Nautilus advies en begeleiding

Zoals u kunt lezen zijn ontslag en beëindiging ingrijpende gebeurtenissen met veel 'valkuilen', waarbij Nautilus International u kan adviseren en begeleiden. Daarom is het belangrijk om lid te zijn van Nautilus International, zodat wij naast collectieve en individuele loon- en arbeidsvoorwaarden voor leden, ook uw belangen op het gebied van ontslag en vaststellingsovereenkomsten kunnen behartigen. Volgende maand zullen wij u informeren over de nieuwe arbeidswet, die per 1 januari 2020 zal ingaan: de Wet Arbeidsmarkt in Balans (WAB).

Wij helpen u graag verder. Onze contact gegevens en meer informatie over een lidmaatschap kunt u vinden op onze website: www.nautilusint.org/nl 

LEDEN EN HUN WERK

Nautilus op vlootbezoek in Bazel

Vakbond Nautilus International is een internationale werknemersorganisatie voor maritieme professionals, gevestigd in Engeland, Nederland en Zwitserland. In het kader van samenwerking brachten eind oktober Nautilus vlootbezoeker Peter Jager en binnenvaartbestuurder Bert Klein van het Rotterdamse Nautilus kantoor een tweedaags bezoek aan de collega's in Bazel. Op het Nautiluskantoor in het Gewerkschaftshaus (vakbondshuis) in Altstadt Kleinbasel werd gezamenlijk besloten om zoveel mogelijk Nederlandse schepen te gaan bezoeken. Van de Algauhafen tot aan Kleinhüningen legde Nautilus bezoeken af op veel vrachtschepen. Dit waren zowel particuliere schepen als rederijsschepen. Een verslag:

Ervaringen uitwisselen

'Het moet gezegd, maar helaas verliepen de bezoeken op particuliere schepen nog al eens stroef. Men had geen interesse of wilde gewoonweg geen vakbond aan boord zien. Toch jammer, want de schepen waren van dusdanige afmetingen dat er wel meerdere opvarenden aanwezig waren. Deze werknemers werd zo de mogelijkheid ontnomen om kennis te maken met de vakbond en ervaringen uit te wisselen. Overigens werden met een aantal andere particuliere schippers wel heel interessante gesprekken gevoerd. Van elkaars mening en ervaringen valt altijd iets op te steken.

Erkende leerbedrijven

Verder werden bezoeken afgelegd op containerschepen van particuliere ondernemers, die inmiddels meerdere schepen in de vaart hebben. Feitelijk rederijen dus. Hier ontmoetten wij diverse Nautilusleden, die verrast opkeken dat in Bazel Nederlandse vertegenwoordigers van hun bond aan boord stapten. Waar scheepvaart is, is Nautilus! Ook spraken wij werknemers, die voorheen als particulier met een eigen schip hadden gevaren. Een prettig onthaal volgde. Relatief veel Nederlandse collega's bleken op de bezochte schepen in dienst te zijn. Verder troffen wij Roemenen aan, die op een Nederlands contract in dienst zijn bij dezelfde werkgever als de Nederlandse collega's. De schepen zijn erkende leerbedrijven. Zodoende worden leerlingen van de gekende binnenvaartopleidingen opgeleid voor een job in een interessante sector. Uit


ervaring gaf men aan dat de beste binnenvaart professionals voortkomen uit al werkend aan boord het vak leren, aangevuld met korte, tussentijdse theorie op school. De verkorte opleidingen om snel personeel met een bevoegdheid te verkrijgen vond men weliswaar een leuk initiatief, maar voor de praktijk van alledag volstrekt ongeloofwaardig. Er is gewoon veel meer vaartijd nodig om het vak te leren en goed inzetbaar te zijn. Het volledig onbemand varen ziet men niet gebeuren, maar de ontwikkeling van de erbij horende techniek werd als een uitdaging gezien.

Nautilus is voor strikte naleving arbeids- en rusttijden

Verder werden vraagtekens gezet bij de handhaving door autoriteiten op een zeer strikte naleving aan boord van de arbeids- en rusttijden. Men vindt dat enige flexibiliteit mogelijk moet zijn. De arbeids- en rusttijdenregeling is er echter niet voor niets is. Het moet voorkomen dat opvarenden chronisch vermoeid raken. Tevens bevordert het een veilige vaart voor iedereen op het water. Dit streeft Nautilus sectorbreed na.

Nautilus strijdt voor betere loon- en arbeidsvoorwaarden Riviercruise

Tot slot, je kunt er niet omheen in Bazel, werd een passagiersschip bezocht. Varend onder Zwitserse vlag en behorend tot een Zwitserse onderneming. Tijdens een welkom onthaal werden door Nautilus en opvarenden ervaringen uitgewisseld. In deze almaar groeiende sector heeft Nautilus International enige interessante ontwikkelingen met werkgevers tot stand weten te brengen. Langzaam aan vinden er nu verbeteringen plaats in bijvoorbeeld de loon- en arbeidsvoorwaarden van opvarenden op passagiersschepen die de Europese binnenwateren bevaren. Zo ook op het bezochte passagiersschip. In de praktijk leidt het er nu al toe, dat collega rederijen gelijklopende of zelfs betere verbeteringen gaan doorvoeren, om een uitstroom van personeel te voorkomen naar rederijen, die het al hebben ingevoerd.

Al bij al waren het twee interessante dagen, waarbij Nautilus International haar gewaardeerde aanwezigheid heeft kunnen tonen.' 

'Nautilus is voor strikte naleving arbeids- en rusttijden'

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Alternatively, please call on +61 8 9338 6697.

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recruitment group


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- Advanced Dangerous Cargo Endorsement (Gas, Oil or Chemical)
- Minimum of 3 years of sea time in rank on Gas, Oil or Chemical tankers with DWT over 30,000.

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Telegraph prize crossword

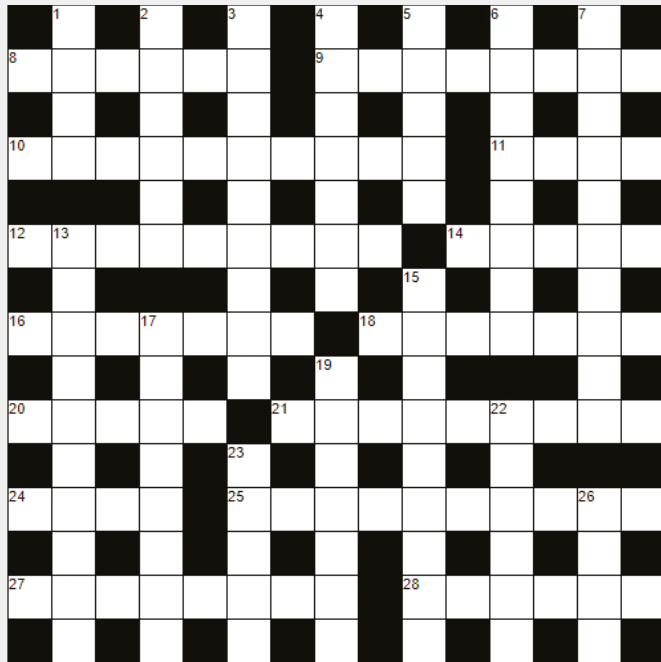
By Mordo

Enter our monthly cryptic crossword competition and you could win one of the latest releases in maritime publishing. This month, the prize is a copy of the book **Very Ordinary Seaman** by J.P.W. Mallalieu (reviewed on the books pages 42-43).

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

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

The closing date this month is Friday 6 December 2019



QUICK CLUES

Across

- 8 Constellation, the Twins (6)
 9 Scientist best known for $E = mc^2$ (8)
 10 Hand-held percussion instrument (10)
 11 Artificial; ridicule (4)
 12 Not ideal (9)
 14 Lavish meal (5)
 16 Cold storage (7)
 18 Evil character (7)
 20 First Greek letter (5)
 21 Pleasure (9)
 24 Nobleman (4)
 25 Hand over (10)
 27 Strong German liquor (8)
 28 Purpose (6)

Down

- 1 Greek cheese (4)
 2 Agile (6)
 3 Turned into a fluid (9)
 4 Enchant (7)
 5 Genuflect (5)
 6 Biological unit used in medical therapies (4, 4)
 7 Conversation (10)
 13 Stone monument in London (6, 4)
 15 Variety of red wine grape (5, 4)
 17 Breathing out (8)
 19 Without limit (7)
 22 Gets on a horse (6)
 23 Thin French pancake (5)
 26 Material found on beaches (4)

CRYPTIC CLUES

Across

- 8 Man such as Scrooge pocketing final payment (6)
 9 Learners see precipitation flow into river (8)
 10 See 25
 11 Electronic agreement for viewers (4)
 12 Idiot jumped over, lost head, and attacked (9)
 14 See 25

- 16 Short publication about John playing game with tiles (7)
 18 Fate of the French is insignificant (7)
 20 Some danced around tree (5)
 21 Homeless people from African country gripped by very brief advertisements (9)
 24 Emblem looks overly garish on first appearances (4)
 25, 14, 10, 22 Fellow books a lighthearted, if noisy, performance of comic song (6, 4, 2, 3, 6, 4, 2, 4)
 27 Spin around confused senior citizen at Her Majesty's pleasure (8)
 28 Surround with awkward fondle (6)

Down

- 1 Pastry recipe which may be found by seashore (4)
 2 Holy person meeting magi characters has shameful mark (6)
 3 Rambling on Pacific island hosting wild time trial (9)
 4 Footballer who refuses to play? (7)
 5 Keen to agree alternative (5)
 6 Temporary worker on an alien computer complex (8)
 7 Called, then eloped, surprisingly (10)
 13 Flatfish to get on ship for cheap mode of transport (10)
 15 Broadcast large pieces of data storage units (9)
 17 In Paris, I get a bad feeling of resentment (8)
 19 Model put on display with a vote for Labour (7)
 22 See 25
 23 Proverbially patient person parked, penning poetic paeans penultimately (5)
 26 Just swapping each half in Lyon (4)

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

Back in time



50 years ago

The collision rate in the Dover Strait has fallen dramatically since the introduction of one-way traffic separation routes two years ago, a new report has shown. Most collisions are in fog and interpreted in terms of fog days, there has been an overall improvement of 60%. There was an average of 14.3 collisions a year between 1961 and 1967, but only five collisions in the first year after routeing was brought in and 13 in the second year. The report says the scheme has reduced the risk of end-on or nearly end-on encounters, but warns that acute problems remain immediately outside the one-way routeing area — *MN Journal*, December 1969

25 years ago

Special advice for seafarers is being prepared by the Marine Safety Agency in a new bid to cut the continuing increase in GMDSS false alarms. NUMAST has welcomed the decision to produce an M-Notice giving information on ways of averting the incorrect or inadvertent transmission of GMDSS alarms. The Union has been consulted over the proposed content and wording. The move comes as latest figures show that the Coastguard dealt with a total of 956 GMDSS-related false alerts in the first nine months of the year, compared with 860 for the whole of 1993 and 650 in 1992 — *The Telegraph*, December 1994

10 years ago

The marked rise in violent Somali pirate attacks is posing a growing risk of major loss of life or environmental catastrophe, Nautilus has warned UK foreign secretary David Miliband. The Union has called for talks at the Foreign Office to discuss concern over the serious escalation in incidents since the end of the monsoon season — which has seen members caught up in attacks well beyond the areas previously thought safe. The past few weeks have seen attacks on ships as far as 1,000nm from the coast of Somalia, and the pirates' success rate in hijacking ships rising from 22% earlier this year to some 50% now — *The Telegraph*, December 2009

THE FACE OF NAUTILUS

Captain Jessica Tyson, Council member and Women's Forum chair



**JESSICA TYSON
BECAME A NAUTILUS
COUNCIL MEMBER
IN 2015 AND WAS
RE-ELECTED IN 2019**

Standing for election to Nautilus International's governing Council was a question of 'putting my money where my mouth was', says Bridgwater deputy harbour master Jessica Tyson, 'because I had spent many years questioning and querying the executive from the floor'.

The floor in this case was at Nautilus General Meetings, UK National Branch Meetings and the Women's Forum – of which Jessica has been a member since its inception some 10 years ago. 'The Forum has over the years provided a wealth of contacts, shared experiences and networking opportunities,' she says, 'as well as being able to agree and disagree vociferously with peers.'

The lively atmosphere at the Women's Forum contrasted with the more 'responsible' tone of the Council meetings, but Jessica realised that if she were to step up and influence the governance of the Union, she would have to get to know the formalities so she could best represent the interests of her fellow members.

'When I first started on Council there seemed to be a lot of "protocols" that had to be gone through,' she remembers. 'But as you get more involved you can begin to understand that the whole organisation is held to account by law rather than wishing to be unwieldy. What I have learnt is that there is a lot more going on throughout the maritime industry, from grassroots to national governments to international levels – a lot more engagement by the Union than most members will realise.'

Jessica has been a Nautilus member since she was a cadet. But although she had some maritime connections in her family, it was by no means certain that she would go to sea in the first place. 'My father was an engineer in the Royal Navy,' she explains, 'and I did look at joining when I left school, but at that time – in the late 1980s – the Wrens [female

RN personnel] did not go away to sea.'

It looked like the young Jessica might be heading instead for a career in estate management, but having always enjoyed sailing and rowing, the sea was still in the back of her mind. Then she discovered the Merchant Navy.

'I heard about it from a friend called Shawn Plummer who went to sea at 16,' she explains, 'and was also taken under the wing of a local marine pilot, Captain Mike Mitchell, near where my family lived in Cornwall. All things "ship" became very engaging. Mike taught me to box the compass to half points – which I can still


do to this day – as well as giving me a wealth of experience in relation to ship handling and ships.'

Jessica acknowledges that, as a female seafarer, she's encountered a fair bit of sexism at sea and has had to be resilient. But she thinks the positives of a seafaring career far outweigh the negatives, and argues that organisations like Nautilus have a duty to tell young people about the

excitement, variety and good prospects of the job. These are some of her own career highlights:

'Having had a dire penultimate trip before taking my first ticket exams and wanting to pack it all in, I took my mother's advice to "finish it". I then had the most amazing last trip with people who I still fondly remember and passed my ticket to become a certified deck officer.

'Standing in the master's cabin calling my parents to let them know that I had been promoted and had my first command.

'Being awarded the Merchant Navy Medal this year out of the blue (see pages 32-33). Wow! A good one for my half century on the planet. I'm immensely proud to receive it and feel greatly humbled to have this recognition from my own peers and industry.' 

'I've learnt from being on Council that there is much more going on at the Union than most members realise'



**JESSICA TYSON LEARNT EARLY
HOW TO BOX A COMPASS TO HALF POINTS
FROM HER MENTOR MIKE MITCHELL**



**A MAJOR HIGHLIGHT OF HER CAREER
WAS GAINING HER MASTER'S CERTIFICATE
AND THEN HER FIRST COMMAND**



**JESSICA'S FAMILY ARE GREAT RUGBY
FANS, AND SHE ENJOYS WATCHING
HER TWIN SONS PLAY THE GAME**

Member meetings and seminars

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

Professional & Technical Forum
17 December 2019
13:30-17:00
Jurys Inn, 43 Jeffrey Street,
Edinburgh EH1 1DH

The Professional and Technical Forum deals with a wide range of technical, safety, welfare and other professional topics of relevance to all members, including training and certification. ETO certification is currently an important topic for the Forum, as is the environment.

All full members of the Union are welcome to attend, and meetings usually rotate between London, Wallasey, Belfast and Rotterdam, but on 17 December 2019, we are pleased to be heading to Edinburgh.

To book your place at the 17 December meeting, email ptechnical@nautilusint.org or contact Sue Willis: tel +44 (0)20 8530 1671.

Open to all Nautilus members (UK, NL and CH).

Contact Nautilus International

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

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

Head office
 Nautilus International
 1&2 The Shrubberies, George Lane
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Nautilus 24/7
 Out of European office hours, members of Nautilus International and the Nautilus Federation unions can contact our round-the-clock assistance service by phone, text or online:
 • Go to www.nautilusint.org and click on the Nautilus 24/7 link to access our Live chat instant messaging service. You'll also find a list of freephone numbers from 45 countries that you can use to call us free of charge.
 • Send an SMS text message to +44 (0)7860 017 119 and we'll reply.
 • Email us at helpline@nautilus247.org.
 • Reach us via Skype (username **nautilus-247**).

College contacts

enquiries in relation to trainee officers and regularly visits each main nautical college.

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

Young Maritime Professionals Forum

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

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

Induction visits

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

Industrial support for cadets

The dedicated strategic organiser for all UK and Irish trainee officers is Martyn Gray. Martyn deals with all cadet, college and company

Slater scholarships in 2020

Are you a Merchant Navy rating, ETO or yacht professional seeking to study for your first STCW Officer of the Watch certificate? The Nautilus Slater Fund can help you with tuition fees and study expenses: www.marine-society.org/slater

Pensions

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

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

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

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

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

Please register in advance online via www.mnopf.co.uk under 'myMNOPFpension/member forums' or from the home page under 'Events'.

Alternatively, call +44 (0)20 3150 0850.

Crossword answers

—from our brain teasers on page 56

QUICK CROSSWORD

Across: 8. GEMINI; 9. EINSTEIN; 10. TAMBOURINE; 11. MOCK; 12. IMPERFECT; 14. FEAST; 16. FREEZER; 18. VILLAIN; 20. ALPHA; 21. ENJOYMENT; 24. EARL; 25. RELINQUISH; 27. SCHNAPPS; 28. INTENT.

Down: 1. FETA; 2. NIMBLE; 3. LIQUIFIED; 4. BEWITCH; 5. KNEEL; 6. STEM CELL; 7. DISCUSSION; 13. MARBLE ARCH; 15. PINOT NOIR; 17. EXHALING; 19. ENDLESS; 22. MOUNTS; 23. CREPE; 6. SAND.

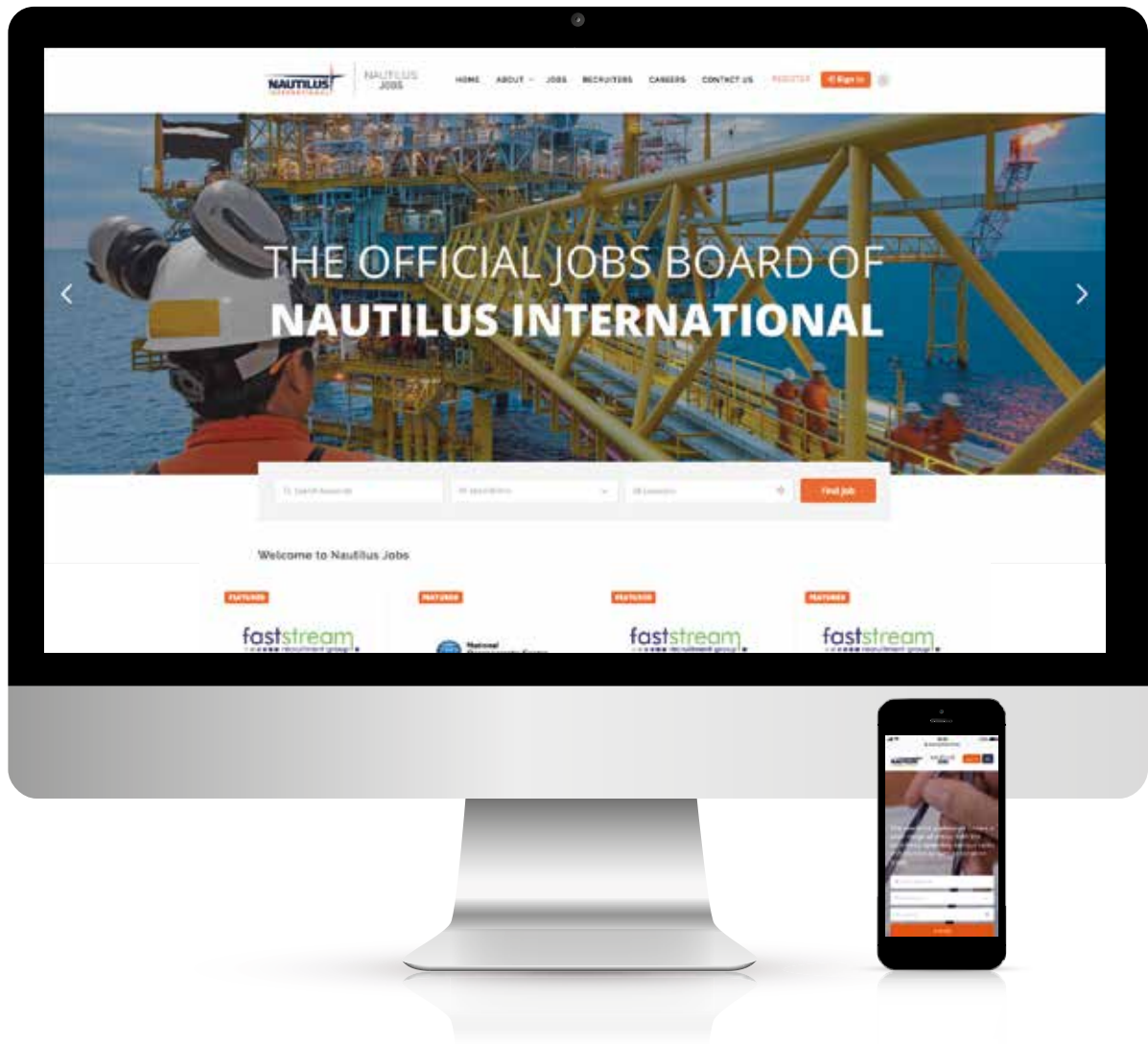
CRYPTIC CROSSWORD

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

Across: 9. EATEN; 10. EFFLUENCE; 11. UNIFORMLY; 12. IDEAL; 13, 22. AQUA-LUNG; 14. UNEQUALLED; 17. CHEROKEE; 18. EVINCED; 20. MEANDERING; 25. RIPER; 26. AUTOMATON; 27. SCARECROW; 28. GLAZE.

Down: 1. NEBULA; 2. ATTITUDE; 3. UNION; 4. TERMINATOR; 5. IFFY; 6. LUSITANIA; 7. UNWELL; 8. SECLUDED; 15. QUEENSTOWN; 16. POWDER KEG; 17. CIMAROSA; 19. COUSTEAU; 21. APPEAR; 23. GANNET; 24. OMEGA; 26. AFRO.

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