

NAUTILUS
INTERNATIONAL

Charting a Just Transition

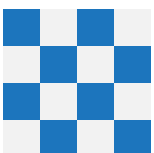


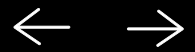
**The Council's
report to
the 2023
General Meeting**



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The view from the Council



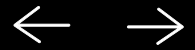
**We need to ensure that
seafarers are recognised and
rewarded for their vital role in
the global economy and society**

Mark Dickinson

Nautilus International general secretary



Welcome



'We have shown remarkable strength and courage'

As we approach the end of another four years, I would like to share with you some of my thoughts and experiences as a seafarer and as the chair of the Nautilus International Council. The past four years have been unlike any others in our lifetimes. We have faced a global pandemic that has tested our resilience, our solidarity, and our professionalism.

The Covid-19 crisis has brought unprecedented challenges and hardships. Many of us have been stuck onboard ships for months beyond our contracts, unable to return home to our families and friends. Some of us have been unable to join our vessels, facing uncertainty and financial difficulties. Some of us have contracted the virus or lost loved ones to it. Many of us have suffered from stress, anxiety, and isolation.

But despite these difficulties, we have shown remarkable strength and courage. We have continued to perform our essential work, keeping the world's trade and transport moving. We have supported each other, both onboard and ashore. We have raised our voices and demanded recognition and respect from governments, employers, and society.

We have campaigned for the recognition of seafarers as key workers, which has enabled us to travel more easily and access vital services. We have negotiated with employers and authorities to ensure that seafarers are paid fairly, treated humanely, and protected legally. We have provided guidance and assistance to our members who work under different flags, contracts, or jurisdictions. We have also invested in our future by developing our skills, resources, and technology.

I am particularly proud of the **latest amendments** to the Maritime Labour Convention (MLC) which will come into effect in December 2024 such as social connectivity and access to medical care ashore. The MLC sets minimum standards for the living and working conditions of seafarers. It covers employment contracts, wages, repatriation, accommodation, health and safety, and enforcement. It guarantees our rights and protects all our interests because a rising tide floats all ships. I am proud that Nautilus played an active role in these important negotiations, representing the interests and views of us all.

I was pleased to take part in our **successful campaign** to prevent the Netherlands from reducing the nationality requirement for captains on Dutch-flagged ships, which

would have threatened the jobs and rights of Dutch seafarers. Members opposed this plan, and as a result, the government withdrew and agreed to consult with Nautilus and other stakeholders on how to improve the position of Dutch seafarers onboard Dutch-flagged ships. This was a huge victory and shows what collective action can achieve.

Of course, there are many challenges ahead, such as the practice of shipowners flagging out their vessels to countries with lower standards and costs. This undermines the rights and conditions of all seafarers and reduces the competitiveness of quality flags such as the UK and the Netherlands.

Another challenge is the replacement of employees on permanent contracts with agency staff, which creates insecurity for seafarers. Agency staff often have less protection, less training, and fewer benefits than permanent staff, and may face discrimination or abuse. Nautilus advocates for decent work and equal treatment for all seafarers, regardless of their employment status or nationality.

Like many unions, we continue to face a decline in membership numbers, which affects our bargaining power and influence. Nautilus strives to attract and retain members by offering a range of services, benefits and support, and by promoting the value of membership. We – the members – are the Union, and the bigger we are, the stronger we become.

I would like to thank you all for your trust and support in me as your Council chair. It has been an honour and a privilege to serve you in this role. I would also like to thank my fellow members of the Council for their cooperation and contribution and to highlight the contribution of my predecessor as chair of the Council Ulrich Jurgens. There are few members who have done more for this Union than him. We all owe him our deepest gratitude for his service.

My message to you for the next four years is simple: let's work together to create a better, happier, and safer maritime industry. Let's support each other, learn from each other, and inspire each other. As One Union we are most assuredly stronger together!

Wilco van Hoboken
Chair of the Council
Nautilus International
October 2023



'I am proud of what we have achieved together over the past four years'

Welcome to the 2023 General Meeting – the most important event in our calendar. This is the time when we reflect on our achievements, challenges, and plans for the future. It is also the time when we exercise our democratic rights and responsibilities as members of Nautilus International.

The past four years have been extraordinary and difficult for our members, for the Union and our industry. We have faced unprecedented challenges such as the Covid-19 pandemic, the crew change crisis, the UK's exit from the European Union, the war in Ukraine, political instability, and a cost-of-living crisis that has hit members hard.

The pandemic was a challenging time. It highlighted the value of union membership and solidarity. Through our global and regional connections, the ITF and ETF and the Nautilus Federation, we were able to leverage our collective strength to advocate for the rights and interests of our members. We worked tirelessly to ensure that they were safe and healthy and that they and their families were supported.

The pandemic highlighted the importance of being part of a trade union that is well-connected and responsive to the changing needs of its members.

During the pandemic, we demonstrated the power of social dialogue. Alongside governments and employers, our members kept supply chains open to ensure that medicines, food and energy flowed around the world, even as countries shut their borders.

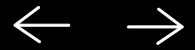
The contribution that our members made, among all seafarers, must never be forgotten, and social dialogue must be maintained and enhanced in our new 'post-pandemic' world. We must learn the lessons of the pandemic and ensure that the mistakes are not repeated.

Regrettably, it seems some employers are turning their backs on social dialogue and well-established partnerships.

In the UK, P&O Ferries showed, with devastating effect, the consequences of an employer unlawfully sacking its employees.

Since our last general meeting in 2019, we have witnessed the beginnings of radical changes in the maritime sector. The green transition towards alternative fuels, the decarbonisation of shipping towards net zero in 2050, and the impact of digitalisation, automation, and now artificial intelligence. These huge changes will carve out a new landscape for all maritime professionals, and further enhance the need for a new 'social contract' for seafarers.

Despite these immense challenges, we have not given up on our mission to protect and promote the interests of our members in all aspects of their maritime careers. We have fought hard to negotiate pay rises and improved terms and conditions for our members across all sectors.



We have won legal cases for our members on issues such as unfair dismissal, discrimination, personal injury, and criminalisation. We have recouped more than £4.4 million in unpaid wages from the superyacht sector alone since 2020.

We have provided welfare support and assistance to seafarers in need through the Nautilus Welfare Fund in the UK and welfare provisions in the Netherlands and Switzerland.

We have expanded our cooperation and partnership with like-minded unions of maritime professionals and increased our influence in the maritime industry through the Nautilus Federation; it now comprises 18 affiliates in 15 countries and continues to grow.

We have enhanced our services and benefits for our members, such as online meetings, career development, legal advice, financial support, digital communications and online services, and the many discounts available through Nautilus Plus. We continue to pursue new and innovative services and benefits for members.

These are just some of the examples of how Nautilus has been delivering on its vision to be an independent, influential, global trade union and professional organisation. As you read on through the Council's Report to the General Meeting, you will see in more detail how Nautilus International has faced up to the challenges of the past four years to support members and achieve the objectives set at our last GM in 2019.

I am proud of what we have achieved together over the past four years, but I am also aware that there is still much more to do. As we look ahead to the next four years, we face new and continuing challenges and opportunities in the maritime sector – not least Charting a Just Transition for the maritime industry. We also need to ensure that seafarers are recognised and rewarded for their vital role in the global economy and society and that no one in our industry is left behind as we face the future together.

That's why we have set even more ambitious objectives in the **Nautilus Strategic Plan 2023-2027**. In this new report, we outline our vision for the future of the Union, to make it financially viable and 'digital first', fit to support members now and in the future.

My sincere thanks to members of the Council and especially to officers of the Union Wilco van Hoboken, Iain McKenzie and Henk Eijkenaar.

Finally, a special mention for Ulrich Jurgens, chair of the Council from 2011 until 2022. He has been an absolute rock of support to me, always there with wisdom and good advice – especially appreciated during the dark days of the pandemic.

As we navigate the huge changes that we are going to face in our industry, as we commit to Charting a Just Transition for all Maritime Professionals, we know this: we are stronger as One Union, working together, and together we can make a difference.

Mark Dickinson
General Secretary
Nautilus International
October 2023

The view from the Council

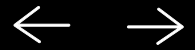
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I think the most important matters Nautilus has approached have been digitalisation and training. The Just Transition is an ongoing progression, with pros and cons that all need exploring and addressing

Dawn Franklyn
Nautilus Council member



2019-2023 overview



Supporting members through troubled times

When, at the 2019 Nautilus General Meeting, members set the agenda for the coming four years, no one could have known what momentous events were in store for the Union, the shipping industry and the world.

Things seemed relatively straightforward when a vote of members charged the Nautilus Council and secretariat with developing and implementing a Strategic Plan and 2030 Vision. But as it turned out, this work had to be carried out in the context of a global pandemic, a war in Europe, and a related cost-of-living crisis.

The Covid-19 pandemic

The first lockdowns and travel restrictions of the Covid-19 pandemic started in early 2020, and it soon became apparent that Nautilus members needed help with an unprecedented situation: the crew change crisis. Members were stuck onboard their ships or languishing at home unable to join vessels because of national and international travel restrictions aimed at halting the spread of the disease.

The solution was to have seafarers declared 'key workers' – people, like medical staff, who were exempt from the travel restrictions because of the essential nature of their work. Nautilus successfully campaigned for the official key worker designation at national and international level, although getting the message out to shipowners, ports and border control officials around the world proved to be a bigger challenge.

As you will see when reading the reports from our secretariat, we also supported Union members and Nautilus Welfare Fund beneficiaries through the pandemic in many other ways. These included fighting for better deals around furlough and redundancy, setting up vaccination sessions in ports, helping cadet members gain their sea time and creating a widely used Covid information service for seafarers on our website.

The Russia-Ukraine war

When Russia invaded Ukraine in February 2022, it was unclear what the full ramifications would be for seafarers. It was, however, obvious that an official high-risk zone should be designated in the northern Black Sea, and Nautilus worked with maritime partners in the UK and the Netherlands to achieve this. Such declarations mean that seafarers covered by the agreement have rights such as being able to refuse to enter the high-risk areas without losing their jobs.

As the war became increasingly bitter and protracted, other issues began to arise for our members – particularly in the yacht sector. Western governments, including the UK and the Netherlands, imposed sanctions on wealthy Russians associated with the Putin regime, and this often meant freezing the bank accounts used to pay crew working on superyachts. Nautilus has been highly successful at winning back unpaid wages for members on these vessels, building on decades of experience supporting seafarers abandoned by shipowners.

The cost-of-living crisis

A range of different global and national factors have contributed to the rapidly rising prices of food and energy that we have all experienced in recent years. The war-related international boycott of Russian oil and gas, and the challenge of getting crops out of major food-producer Ukraine have been contributing factors, but high inflation and high interest rates in the UK have also been linked to the disastrous 'mini-budget' imposed by short-lived prime minister Liz Truss in 2022.

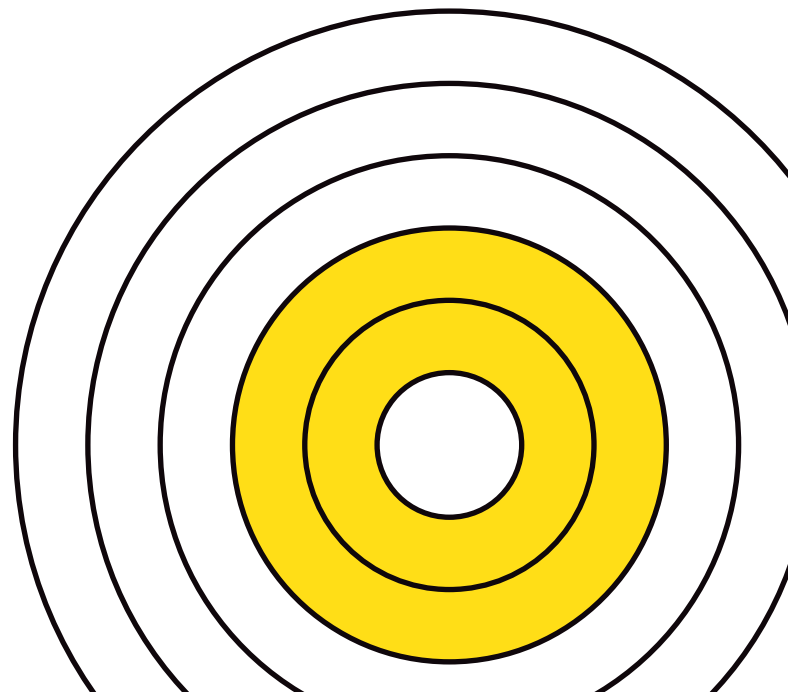
As a trade union, the job of Nautilus in addressing a cost-of-living crisis is to negotiate the best possible pay and conditions for our members. Inflation rates always inform our industrial negotiations, but these have been a particularly important consideration in recent years, and the fight goes on.

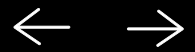
The next four years

It has been an impressive feat for Nautilus to achieve the objectives of the Strategic Plan and 2030 Vision in the exceptional circumstances of the past few years, and we urge members to read on to see how this was done in all our organisational clusters.

Now the time has come for members to set the agenda for the coming four years at the 2023 General Meeting, where we will be focusing on a global issue that has been all too predictable for many years: the climate crisis.

Our members are currently at risk of being left behind by the shipping industry's rush to develop and adopt cleaner fuels and increase its use of automation. The industry needs to implement new safety standards and pay for seafarers to update their skills – a process we call the Just Transition. Let's hope we see as much progress on this at the 2027 Nautilus International General Meeting as we have for our previous four years' objectives.





Principles of the Strategic Plan and 2030 Vision

The following principles have underpinned the work of the Nautilus Council and secretariat between 2019 and 2023:

- review all activities and work methodologies
- introduce and invest in new activities, services and benefits, and identify the cost-benefit/savings
- use new technology to deliver new and existing activities, services and benefits
- deliver new and existing activities, services and benefits in partnership, collaboration or cooperation with other organisations
- review our office accommodation requirements

The view from the Council

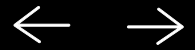
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It was a privilege to represent Nautilus at the TUC Women’s Conference. I was proud to experience Nautilus taking an active part in proceedings and see that my Union strives to support and improve conditions for women in our industry

Christine McLean
Nautilus Council member



Standout achievements of 2019-2023



Standout achievements: Organising

Fighting for Nautilus members' rights during the Covid-19 pandemic

Seafarers suffered during pandemic restrictions of 2020 and 2021 more than many other professions because they were prevented from travelling to and from their vessels. In what became known as the crew change crisis, many were trapped onboard for months after their original contract had finished because ports would not let them disembark and no relief crew could come.

In a team effort across the Union, we successfully fought together to get seafarers recognised nationally and internationally as key workers so they could gain exemption to some of the pandemic travel restrictions.

At the companies where our members work, we fought for fair access to furlough schemes and redundancy packages, and against the 'theft' of leavedays of members who were stuck at home.

And we supported individual members, including assisting in the repatriation of members stuck at sea, providing information on the latest restrictions or requirements affecting seafarers, and working to ensure members could benefit from Covid-19 vaccinations. In the Netherlands, we worked with industry partners to negotiate a specific vaccination programme for seafarers in the country's ports, in times when getting vaccinated was a number one priority for seafarers.

We also carried out work on seafarers' rights to education and fair contracts during the pandemic (see the Legal, Professional and Technical section of this report).

All this work showed our deep commitment to the welfare of our members, and was reflected in an increase in seafarers joining Nautilus International during the pandemic.

Developing the Nautilus Sea Service Record for yacht sector members

Since 2017, the UK Maritime & Coastguard Agency (MCA) has required yacht crew to provide official verification of their sea time. Nautilus was one of two organisations given authority by the MCA to provide this verification, and many seafarers in the yacht sector have joined the Union in order to benefit from this.

Check the news and insight section of the Nautilus website www.nautilusint.org every week for articles on all of the Union's activities and other essential reports from the maritime industry.



Click the live link to watch Nautilus executive officer Sascha Meijer introduce the work of our Organising cluster

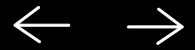
The original sea service verification system involved a physical document called the Commercial Yacht Service Record Book, but during the period 2019-2023, we have been developing a secure digital system, taking the verification process fully online. The digital Nautilus Sea Service Record has now been approved by the MCA and is being launched at the Nautilus International General Meeting in October 2023.

Another service highly valued by our yacht sector members is the work we do with our Legal colleagues to retrieve unpaid wages for seafarers abandoned by their employer. See the Professional, Technical and Legal section for more on this.

Providing training and support for Nautilus lay representatives

In the Netherlands, Nautilus has been organising well-attended yearly lay rep network days in inspiring venues such as the trade union museum in Amsterdam, De Burcht. The subjects covered included being a link between the Union secretariat and colleagues onboard, and participating in pay and conditions negotiations.

In the UK, a significant achievement has been the launch of the digitalised lay representative training modules in conjunction with the TUC union federation. These e-learning modules are highly professional and tailored to our members' needs – with good graphics, videos and a clear structure making them easy to follow.



Expanding collective bargaining agreement coverage into new sectors

During the period 2019–2023, Nautilus has increased the number of collective bargaining agreements (CBAs) between Union and employers throughout the maritime industry, and we have seen CBAs signed in some sectors where previously there were none.

In 2021, for example, we signed our first CBA in the UK offshore wind sector. The agreement with Marine Manning (Guernsey) Limited covers seafarers' terms and conditions on the large offshore wind maintenance vessel Wind of Hope.

In the Netherlands, we worked with union federation FNV on a mapping and organising project in offshore wind, leading to recruitment successes at Deme Offshore and legal successes at Acta Marine.

When a new ferry line was introduced between the Netherlands and Norway, we started recruiting, organising and supporting members at the company. By agreeing Norwegian wage levels for all ranks, we also helped our Norwegian sister unions defend employment for their members, including ratings, which was greatly appreciated. Unfortunately, Holland Norway Lines went bankrupt in September 2023. We are supporting members affected and informing them about alternative work options through the career counselling service that Nautilus operates with FNV and other parties.

Another notable 'first' was the signing of three CBAs in the European river cruise sector, organised by our Switzerland branch.

We have grown stronger as a union by working with our members to stand up and speak up where needed. This empowerment process is ongoing and has become visible in various sectors where our members have conveyed creative yet strong messages to their employers. See the Communications, Campaigns and Digital section for more on this.

Recruiting and supporting cadet members (officer trainees)

Although the pandemic lockdowns during the period 2019–2023 presented many challenges to our cadet recruitment work, we have still seen progress.

In the Netherlands, we developed two new presentations for cadets (one on job applications and one on labour conditions and CBAs), and work is in progress to visit each maritime school every year for recruitment and engagement.

In the UK, Nautilus launched a new cadet hub on its website, to help maritime trainees access support they need from their Union and to find other appropriate help during their sea and college phases. We continue to develop and maintain our strong presence across all nautical colleges, making regular visits for inductions, open days and college surgeries.

Ensuring the Europe-wide cost-of-living crisis informs our industrial negotiations

During 2022 and 2023, we have been working with our members and lay reps in the UK and Netherlands to help our collective bargaining agreements keep pace with rapidly rising inflation and high energy bills.

In November 2022, we mobilised our members in the Netherlands to take part in a national demonstration for better purchasing power and against 'energy poverty', and in all branches we are fighting for fair pay deals that help our members' purchasing power.

Developing yacht sector strategic partnerships

In the period 2019–2023, Nautilus extended invitations to a range of organisations in the yacht sector to engage in partnership – wherever we had a like-minded interest in supporting officers and crew on yachts. These partnerships are all voluntary, with the Union expecting strategic partners to recommend membership of Nautilus in return for us giving them credibility on member welfare in the industry.

Most organisations take the matter of 'social responsibility' seriously and realise this can be evidenced by a partnership relationship with Nautilus because of our support for members at sea and ashore. Our yacht sector partners also benefit from our international reach across the industry via the International Labour Organization, the International Maritime Organization, and the International Transport Workers' Federation (see the Strategy and Projects, and Professional, Technical and Legal sections for more on our work with these bodies).

Implementing the Fit to the Finish concept

Since many maritime professions are considered 'heavy work', the Nautilus Netherlands branch has developed the Fit to the Finish concept, which uses organising, negotiation and campaigning to ensure our members can work until their retirement age with good health and wellbeing. We also fight for the right of maritime professionals to stop working before the legal retirement age.

Among other achievements in this field, we saw collective bargaining success in the dredging sector, where we signed an agreement that dredgers employing Nautilus members would offer the option to stop work three years before their legal retirement age with a basic income provided by the employer.

Supporting Union members' mental health

The period 2019–2023 saw several Dutch initiatives to enhance support to our members regarding their mental health and wellbeing. In the Nautilus Netherlands branch, we have organised a mental health workshop and publicised the concept of 'sailing with satisfaction' via events and social media.

- You can find out more about the activities of the Organising cluster in the reports to the annual and biennial national branch conferences in the UK, Netherlands and Switzerland. To read the reports, go to the Nautilus website, or contact your national branch to request them.

Standout achievements: Legal, Professional and Technical

Achieving amendments to the ILO Maritime Labour Convention, 2006

In 2022, Nautilus took part in International Labour Organization negotiations that resulted in important new amendments to the Maritime Labour Convention (MLC).

A particular success was the amendment requiring personal protective equipment to be made available in sizes that suit seafarers onboard, including for women, for which Nautilus campaigned. The latest MLC amendments also give seafarers rights to the following:

- prompt repatriation
- social connectivity and internet connectivity
- access to free drinking water and 'balanced' meals
- information on the system of protection held by recruitment and placement services to cover unpaid liabilities
- prompt disembarkation when in need of immediate medical attention and access to medical facilities ashore (with no exceptions to be made for 'public health reasons')
- prompt disembarkation to replenish ships' stores, fuel, water, and food

Negotiating for Senior ETO to be adopted as an STCW qualification

At the Nautilus General Meeting in 2019, members unanimously adopted a motion calling for the implementation of a senior electro-technical officer (ETO) certificate of competency.

Nautilus subsequently made representations to the UK Merchant Navy Training Board and Maritime & Coastguard Agency (MCA) calling for the introduction of a UK-specific Senior ETO endorsement. After several delays caused by the Covid-19 pandemic and staff changes at relevant organisations, eligible candidates will be able to sit an MCA exam for a Senior ETO endorsement from autumn 2023.

The experience of implementing the UK endorsement will be submitted to the IMO with a view to inclusion in the ongoing comprehensive review of the Standards of Training, Certification and Watchkeeping (STCW) Convention and Code.

Recovering unpaid wages for members abandoned by their employer

Working with colleagues in the Organising cluster, Nautilus legal officials have long had success in mounting cases against employers who fail to pay their employees.

In the period 2019-2023, an average of more than £1 million a year in unpaid wages was recovered for members in all industry sectors by all three branches.

We have seen a large increase in yacht sector members approaching us with this problem – partly connected to Russian superyacht owners being placed under sanctions because of their country's invasion of Ukraine.



[Click the live link](#)

to watch Nautilus deputy general secretary Marcel van den Broek introduce the work of our Legal, Professional and Technical cluster

During 2022, we recovered a record amount of money for members in the yacht sector: over £2.75 million in unpaid wages and benefits. This is more than the combined total achieved by the yacht and legal departments for both 2020 (£720,000) and 2021 (£943,000).

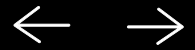
Much work continues in connection with large crew claims arising from superyachts whose owners are 'designated persons' under sanctions regimes.

Modernising cadet training

Nautilus has made a large commitment to the work of the MCA Cadet Training and Modernisation (CT&M) programme in the UK. This ambitious two-year programme was launched in November 2021, and is tasked with implementing the recommendations of the Maritime Skills Commission (MSC) Cadet Report. Nautilus general secretary Mark Dickinson is one of the Maritime Skills Commissioners.

The Union is taking an active role in ensuring that the recommendations of the MSC report are implemented as intended. Nautilus is a member of the high-level Oversight Committee, the Programme Board that oversees the detailed outputs, the Education, Policy and Technical group, the Maritime as a Career and Career Management subgroup, and the Career Pathways subgroup.

As of autumn 2023, the review of the cadet syllabus has



been completed and templates have been produced outlining areas where the syllabus needs updating. The prospective amendments identified include additional topics, areas where modernisation is required, and topics that require less focus or need to be removed completely.

The revised syllabus was ready for implementation in September 2023, and the results of this exercise will also be included in a final report of the CT&M programme, which will be submitted to the IMO to inform the comprehensive review of STCW.

Providing legal, professional and technical support during the Covid-19 pandemic

In 2020 and 2021, restrictions related to the Covid-19 pandemic caused great challenges for Nautilus members. The 'crew change crisis' created seafarer welfare issues for Nautilus to tackle, and members also needed legal, professional and technical support as it became clear that maritime education would be affected and seafarers were being denied their rights under the Maritime Labour Convention, 2006.

Nautilus worked with governments to ensure swift contingency measures were implemented so that seafarers' certificates remained valid for sea service and cadet training was able to continue. We also contributed to the introduction of temporary exemptions from completing refresher and other courses, extensions to medical certificates and allowing oral exams to be conducted online.

We were successful in getting seafarers legally designated as 'key workers' in many national and international jurisdictions, and in ensuring that any extensions of seafarers' employment agreements were kept to a minimum and only permitted in genuine force majeure circumstances.

Bringing cases to court over members' right to leave days

This issue started several years ago at Van Oord, which had been taking away Nautilus members' annual leave days when they were held at home by their employer longer than scheduled. Then Covid-19 made the problem more widespread, with many shipowners taking away the leave days of seafarers forced to stay at home by pandemic-related logistical problems.

As well as organising members to campaign against the shipowners' actions, we continued the legal fight through the Dutch courts that had begun with Van Oord. In 2021, the High Court of the Netherlands confirmed two verdicts in our favour from lower courts, meaning that members have kept their recuperation time as prescribed by law and collective bargaining agreements.

Changing the law on the national minimum wage in two countries

Following a long Union campaign, the UK government finally agreed to bring seafarers working in UK waters/UK continental shelf under the provisions of the National Minimum Wage Act 1998 – a legal entitlement that came into force on 1 October 2020. A further success came in the Seafarers Wages Act of 2023, which extends the UK minimum wage to seafarers working on vessels regularly docking in UK ports.

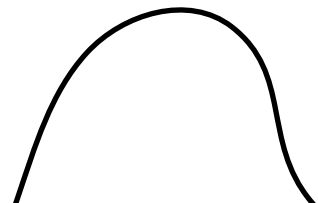
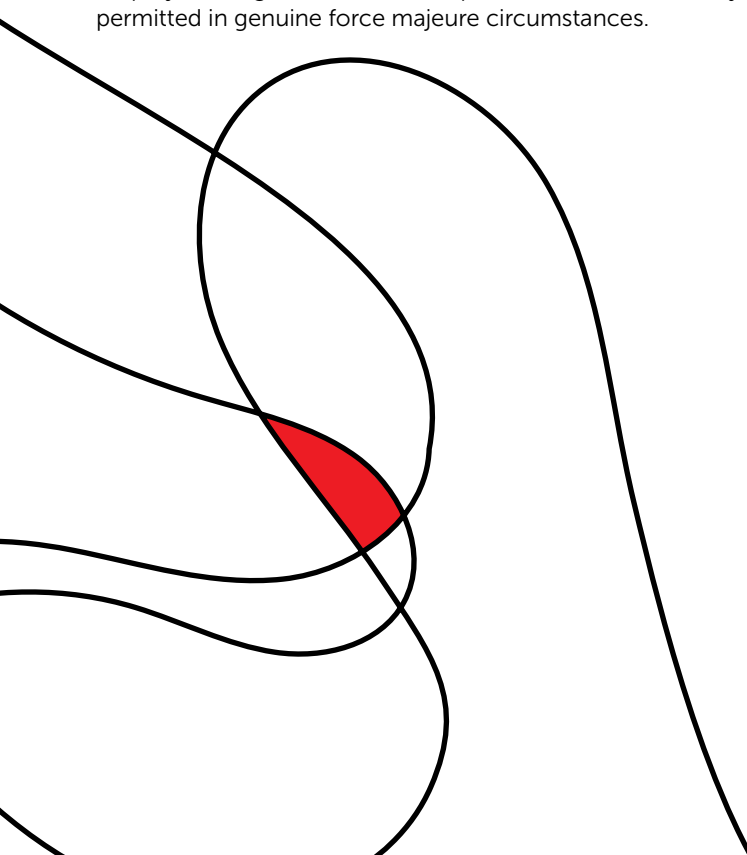
In 2019, Nautilus negotiated a social partner agreement in the Netherlands to apply the NL national minimum wage on vessels engaged in work on the country's continental shelf. Since then, the Dutch government has started the process of implementing the measure in national legislation, and Nautilus has been engaged in consultations on this.

Fighting for employment rights for Dutch shipmasters

Four hundred Nautilus members in the Netherlands took part in an internet consultation, leading to the minister of transport withdrawing his plan to change a system that has functioned well for more than 20 years – in which Nautilus has a say on the conditions that shipowners have to comply with when they want to apply to sail with non-EU masters.

The system enables us to protect Dutch and European employment for captains and promotion opportunities for officers. We had high-level discussions about this, including with the minister, and our lawyer sent in a thorough professional and legal analysis on behalf of Nautilus.

- **You can find out more about the activities of the Legal, Professional and Technical cluster in the reports to the annual and biennial national branch conferences in the UK, Netherlands and Switzerland. To read the reports, look on the Nautilus website, or contact your national branch to request them.**



Standout achievements: Strategy and Projects

Developing and implementing the Nautilus Strategic Plan and 2030 Vision

Initiated in 2019, the Strategic Plan and 2030 Vision are an integral part of the work the Union undertakes on behalf of the maritime professionals it represents. It formulates the foundation of individual, departmental, and cluster-based planning, with bi-directional assessment and input into current and future planning.

Each cluster was responsible for formulating individual cluster plans based upon the 2030 Vision and Strategic Plan, with clear indicators of success allowing for regular assessment on delivery for those we represent and care for. The plan was reviewed in a mid-term assessment, which demonstrated that Nautilus had made great progress towards delivering the Plan and the Vision.

Now we are at the end of the plan period, and while there is more to do in delivering innovative and sustainable services, we are on the right track – assuring our position as a viable, influential independent maritime trade union and welfare services provider in the 21st century and beyond.

Participating in the SkillSea project on the future of European maritime training

Nautilus International was one of 26 partners from 15 countries involved in the EU-funded SkillSea project, created to equip European seafarers with digital, green and soft skills in an increasingly technological industry, while seeking to improve the industry's image and increase the number of European seafarers.



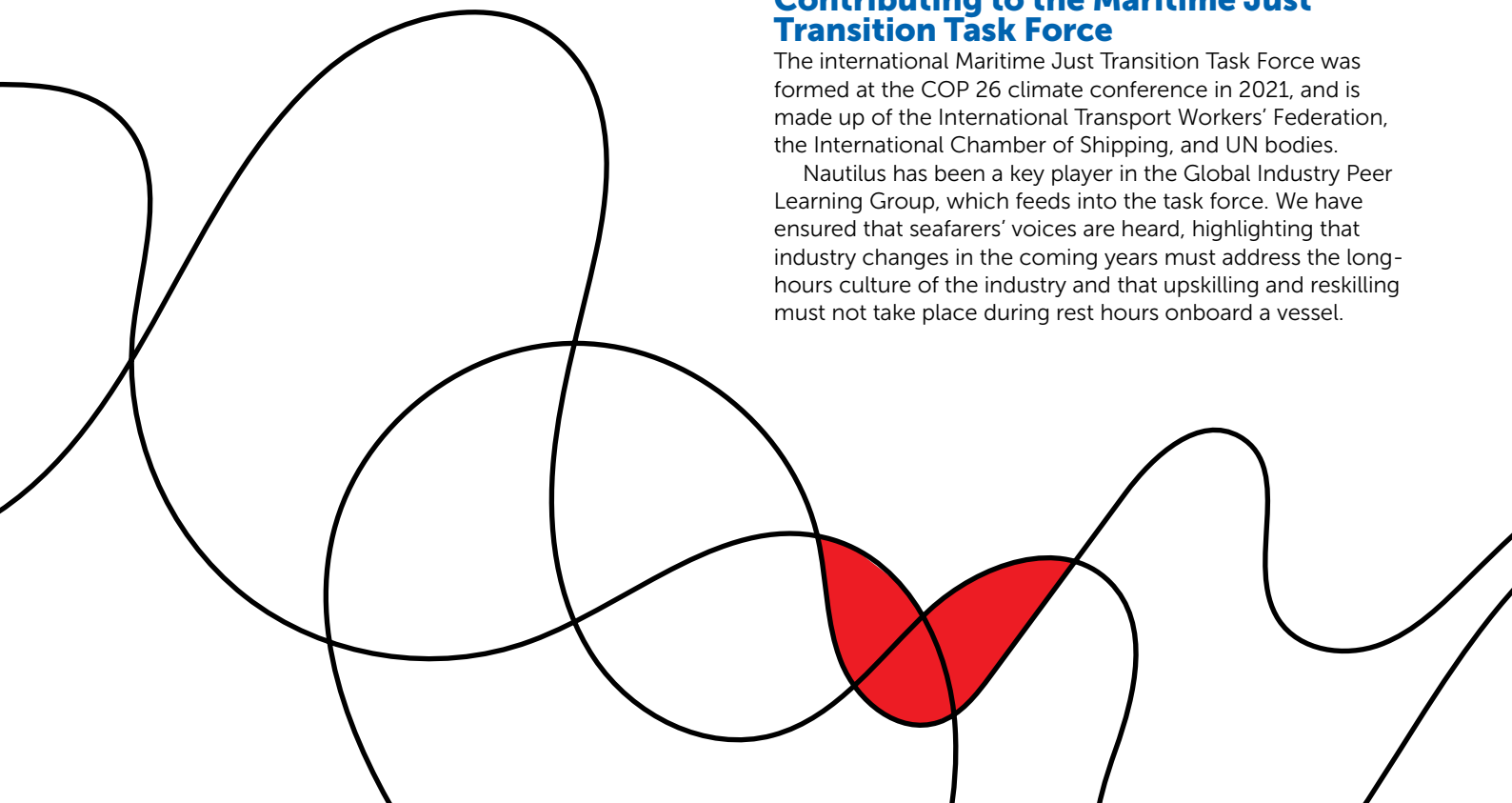
[Click the live link](#)
to watch Nautilus general secretary Mark Dickinson introduce the work of our Strategy and Projects cluster

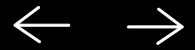
The project has also aimed to remove obstacles to the mobility of maritime professionals within the industry, retaining important knowledge and experience gained by individuals at sea when they move ashore.

Contributing to the Maritime Just Transition Task Force

The international Maritime Just Transition Task Force was formed at the COP 26 climate conference in 2021, and is made up of the International Transport Workers' Federation, the International Chamber of Shipping, and UN bodies.

Nautilus has been a key player in the Global Industry Peer Learning Group, which feeds into the task force. We have ensured that seafarers' voices are heard, highlighting that industry changes in the coming years must address the long-hours culture of the industry and that upskilling and reskilling must not take place during rest hours onboard a vessel.





Our input led to the development of a 10-point plan for a Just Transition in maritime, and we will continue to represent our members as this project progresses.

Reviewing the ITF Mexico City Policy

Nautilus has participated in a review of an important International Transport Workers' Federation (ITF) maritime document: the Mexico City Policy.

Covering a number of historic seafarer- and docker-related policies that had been merged in 2010 under that single document, the reviewed policy will reflect modern principles in shipping, including human rights, due diligence, and environment, social and governance.

Nautilus's participation has ensured that the policy – which is due for ratification in 2024 – retains important measures that can be used to protect and support national flag shipping, and the jobs of our members.

Working towards Fair Ferries in Europe

Nautilus has taken a lead role in the ETF/ITF Fair Ferries Task Force, established in March 2022. The project has benefited from good working relations within the three branches of Nautilus and close collaboration between unions representing ferry workers across Europe. This has led to productive relationships between unions, industry and governments, leading to the development of international, bilateral agreements relating to ferry conditions.

The project has also reinvigorated the discussion surrounding the European Maritime Space, a concept supported by the ETF for European pay and conditions in European waters.

Establishing the Nautilus Federation

During the period 2019-2023, the Nautilus Federation, comprising 22 unions affiliated to or recognised by the ITF, was legally established as a Verein in Switzerland, using the Swiss Civil Code.

This was the culmination of two years of work to create Regulations and Articles of Association reflecting the history of the Federation while future-proofing governance requirements. Our work has formalised the activity of the Federation, ensuring that ongoing governance of the association is a requirement of operations. Alongside the Federation's work in support of ITF and ETF policies, this establishment will enable the Federation to pursue further opportunities to realise efficiencies among its affiliates.

Striving for diversity and inclusion in maritime

The Union's diversity work, initiated by its Women's Forum and Young Maritime Professionals' Forum, has developed since 2019 to incorporate all diversity strands under the banner of the Nautilus Equality and Diversity Forum.

In addition, a number of Union employees – past and present – have held leading roles in a UK industry initiative called Diversity in Maritime. These roles have included the past chair of the Diversity in Maritime Task Force, the current chair of the Pride in Maritime Network and the current

lead of the Speaker Bank project – a scheme to ensure that panels at industry events have an equal balance of female and male voices.

Reviewing the Nautilus election and governance practices

During the period 2019-2023, the Union undertook a modernisation programme in the holding of its elections. The programme included steps being taken to digitalise the nomination process, to hold candidate details online for review, and to deliver efficiency savings in terms of both time and financial resourcing.

This was successful in delivering the 2023 Nautilus Council elections with 70% less time resource and real-term cost savings, delivering an efficient and modern update to a mandatory process.

Governance more broadly was reviewed to ensure that practices remained aligned with best practice, modern, and fit for the future.

- You can find out more about the activities of the Strategy and Projects cluster in the reports to the annual and biennial national branch conferences in the UK, Netherlands and Switzerland. To read the reports, look on the Nautilus website, or contact your national branch to request them.

Check the news and insight section of the Nautilus website www.nautilusint.org every week for articles on all of the Union's activities and other essential reports from the maritime industry.

Standout achievements: Communications, Campaigns and Digital

Fighting for members' rights at P&O Ferries

The P&O Ferries crisis of 2022 has been covered in detail on the Nautilus website and in the Telegraph, and members can read more about the background to the company's mass sackings of seafarers in the November 2022 UK Branch Conference Report.

Our initial campaigning work was to raise awareness of the plight of the unlawfully sacked seafarers and hold P&O Ferries' management to account. Work now continues to change laws nationally and internationally to prevent another P&O Ferries, and this is a team effort across the various clusters at Nautilus. So far, we have seen some success (albeit incomplete) in the introduction of the Seafarers Wages Act in the UK, and the development of a seafarers' charter in the UK and France. We are also supporting the European Transport Workers' Federation's proposal for a European Maritime Space, which seeks basic minimum pay and conditions for seafarers across Europe.

Finding creative ways to campaign in the Netherlands

Over the past four years, Dutch members have been thinking of ways to make our campaigns more visible, sometimes using a playful approach to protest or to enhance better deals. Examples were a protest at Anthony Veder with a magician, campaigning against the 'theft' of leave days during the pandemic (see the Professional, Technical and Legal section for more on this).

We have also organised several petitions, and a protest video campaigning for better redundancy terms at Maersk, a Valentine's card to enhance the start of the collective bargaining negotiations in the dredging sector, a Sinterklaas action at Van Oord, and Christmas actions for better pay deals during Merchant Navy collective bargaining negotiations.

Campaigning for a better deal for workers in European river cruise

In 2019, Nautilus International Switzerland publicly launched a campaign for Fair Cruise Work on European rivers in parallel with the General Assembly of the Swiss Association of Shipping and Port Industries in Basel. This followed years of refusal by the association's member companies to even look at the disastrous working conditions in their industry.

Thanks to national media coverage, our close cooperation with European law enforcement agencies and numerous negotiations, we finally achieved the river cruise sector's first collective bargaining agreements (CBAs) in 2019, 2021 and 2022. The three CBAs have led to a substantial increase in wages at the lower end of the scale (up by more than

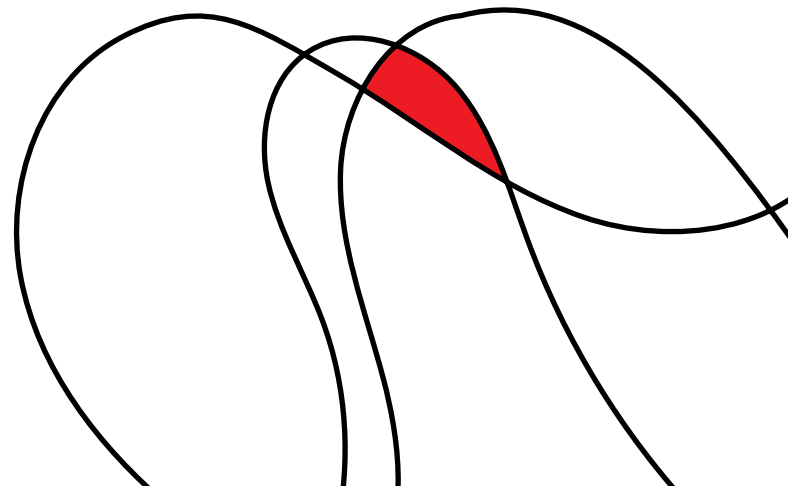


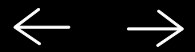
[Click the live link](#)
to watch Nautilus director of communications, campaigns and digital Helen Kelly introduce the work of our Communications cluster

20%) and significantly better-regulated working hours for all employees covered.

Taking the pulse of our membership

The Nautilus International **Social Conditions Report** is used to influence both national and international forums, and shapes the discussion around working conditions onboard and ashore for thousands of seafarers globally. 2021 was the fourth time that Nautilus has conducted research into members' views and experiences of conditions at sea, with previous surveys taking place in 1991, 2001 and 2010.





The latest survey covered the upheavals brought about by the global Covid-19 pandemic. Seafarers played a critical role in keeping global supply chains open, but while people around the world celebrated essential workers, it was rare to hear seafarers commended. Our survey showed this has had a profound effect on the people working at sea, with many now reconsidering their future in the industry.

Tackling sea blindness

In 2021 we launched our **Maritime Barometer** survey of 2,000 UK and Dutch members of the public to test their knowledge on all things maritime. **We also used TikTok to ask some of the same questions on social media.** The results showed significant misconceptions about the maritime industry. A third of respondents didn't know where their nearest port is; only 0.1% knew that over 90% of goods entering the UK do so by sea; and most people believed a shark attack is more likely than a pirate attack.

As part of our efforts to tackle this 'sea blindness', we launched our **Off Course podcast** during Maritime UK Week 2022. The podcast tells the real-life stories of those at sea to explore contemporary issues in the maritime industry in an engaging and personal way.

Developing our digital offering

As part of our 'digital first' strategy, the three-language Nautilus website was reassessed during the period 2019-2023 to remove outdated content and launch several information and support 'hubs' for members and potential members – including the **yacht hub** and **cadet hub**. Some of our hubs have brought popular community content from the Nautilus Telegraph online for the first time, such as Ships of the past, Maritime book reviews, and Letters to the editor.

We are now working on a digital welcome journey for cadet members, and we continue to develop our social media content strategy across platforms. Our analysis shows that X (formerly Twitter) is mainly for reaching MPs and journalists; Instagram is for superyacht members; TikTok is for under-25s; Facebook reaches those aged 40+; and LinkedIn is used by working-age seafarers and other maritime professionals aged 25-55.

Relaunching the Nautilus Telegraph

Our digital transformation was enabled by the January 2022 Nautilus Telegraph redesign, which saw a bigger, bolder printed publication delivered six times each year, featuring information and advice relevant to all members across all branches.

A dedicated Dutch-language publication – the NL Telegraph, incorporating Binnenvaart Nieuws – is delivered alongside the Telegraph, providing tailored news and insight. We will also continue to publish Kompas for Swiss members four times per year.

Creating the Sea to City mentoring scheme

A Nautilus International survey in 2019 found that many seafarers do not get much information from their companies

on the opportunities that exist ashore, and most are unaware of what additional qualifications or training they might need to make the most of a career move.

In 2020, Nautilus and Maritime London, an industry body representing maritime professional service providers in the UK, launched a new initiative called Sea to City (S2C), to encourage seafarers who are looking to move ashore to consider moving to 'City' jobs. This mentoring scheme pairs members currently working at sea with people in the maritime services sector. The programme now includes regular webinars, and a live S2C event was hosted at London International Shipping Week 2021. S2C has now expanded into northwest England, partnering with Mersey Maritime in Liverpool.

Training Nautilus members to be Nautilus Champions

The Nautilus Champions project was launched in May 2020, with the aim of recruiting a group of members to act as spokespeople for the Union, give opinions, suggestions and energy into development and recruitment initiatives, and give a more diverse and representative voice to the Union.

The Champions have helped us respond quickly to media enquiries and have featured in national newspapers, as well as TV and radio broadcasts – notably around the Ever Given grounding in March 2021.

- You can find out more about the activities of the **Communications, Campaigns and Digital cluster in the reports to the annual and biennial national branch conferences in the UK, Netherlands and Switzerland. You can find the reports on the Nautilus website, or contact your national branch to request them.**

Check the news and insight section of the Nautilus website www.nautilusint.org every week for articles on all of the Union's activities and other essential reports from the maritime industry.

Standout achievements: Operations

Moving staff members in all national branches to homeworking during the Covid-19 pandemic

When the first pandemic lockdowns came in 2020, the Nautilus IT department was suddenly faced with the need to move staff to a remote/homeworking environment – providing all staff members with equipment and remote server access. This was successfully achieved with no disruption to our service to members, and we have been able to continue offering hybrid working to staff since pandemic restrictions were lifted.

A bonus of the changes is that communication between employees working in different locations has improved, and staff members have become used to taking part in video calls and meetings. This stems from the lockdown times, when we trained and encouraged staff to use Teams and kept up morale during the pandemic by organising regular online gatherings, where people could talk and laugh together.

Moving to new premises in the UK and Netherlands

The period 2019-2023 saw a successful relocation of our Netherlands branch office in Rotterdam, prompted by the expiration of the lease and a need to seek good value for money.

In 2020, the Covid-19 pandemic also resulted in a review of the Union's London premises at The Shrubberies in South Woodford. With staff working from home much of the time, the large dedicated office was no longer needed, and we instead took rooms at ITF House in south central London. The London office ceased to be the Nautilus head office, which is now at the Union's Wallasey site (see the Welfare section for more information).

Even after accounting for the relocation costs, our office moves resulted in considerable savings to the Union.

Achieving Silver status with Investors in People

Nautilus achieved IIP Silver status for its staff training and human resources work in 2021: a significant achievement for the Union, especially during the Covid pandemic. It demonstrated the organisation's desire and drive to be the best at looking after its staff, who are therefore able to meet the needs of members. Nautilus is one of very few trade unions with IIP Silver accreditation, and it builds on the Bronze award previously attained in 2017.

Keeping the books balanced across the Union

During the period 2019-2023, the Finance colleagues in our three national branches ensured that resources were made available to all the departments at the right time and when needed. All expenditure was subject to the due diligence process and cost-benefit scrutiny.

All statutory returns were made on time and within deadlines, and annual accounts audits were completed successfully.



[Click the live link](#)
to watch Nautilus assistant general secretary Olu Tunde introduce the work of our Operations cluster

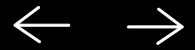
The Union investment portfolios in both the UK and the Netherlands were run in line with the agreed Statement of Investment Principle. In 2020, the UK Investment portfolio was moved from UBS to James Hambro Partnership after conducting an investment manager review and interview. In the same year, an investment portfolio was set up for the Switzerland branch.

Upon the London office move in 2022, we were able to reassign the remaining year of the lease of The Shrubberies to a third party, saving the Union a considerable amount of money.

Supporting staff with their mental health

Our HR department worked to ensure that the mental health of the staff did not deteriorate during the lockdowns of 2020 and 2021. Staff were encouraged to take part in regular online chats using Teams and discuss any issues with their respective line managers. Drop-in sessions for staff to talk informally about their mental health are still running, online and in person.

- You can find out more about the activities of the Operations cluster in the reports to the annual and biennial national branch conferences in the UK, Netherlands and Switzerland. You can find the reports on the Nautilus website, or contact your national branch to request them.



Standout achievements: Welfare

Constructing the new Union head office and retirement homes at Mariners' Park

As the Nautilus International head office lease was to be terminated in London in 2022, and there was a lengthy waiting list for accommodation at the Nautilus Mariners' Park retirement estate, a need was identified for new apartments and offices at the Mariners' Park site in Wallasey, northwest England.

Mariners' Park would become the new location of the Union's head office, with 25 work stations and five meeting rooms in a building replacing the crumbling offices in Nautilus House. In the same new building, there would be 27 new two-bedroom residential apartments for the Nautilus Welfare Fund (NWF) charity.

The NWF and Union management worked closely together on the planning process, and appointed the SDA consultancy to oversee the project. Following a robust tender exercise, John Turner was appointed as the principal contractor. Planning permission was granted in November 2022 and work began on the new building in summer 2023.

The total building cost of £9.7m is being split £7m to the NWF and £2.7m to the Union.

The project will bring in extra income and create less reliance on grant funders to sustain the NWF.

Dealing with the Covid-19 pandemic at Nautilus Mariners' Park

During 2020 and 2021, the prevention of Covid-19 infection throughout the Mariners' Park retirement estate was the top priority of the Nautilus Welfare Fund (NWF), which is the Union's registered charity in the UK.

Our staff ensured that, despite isolation, our residents maintained regular contact with their friends and family, and could take part in morale-boosting activities remotely. Staff also helped by doing residents' shopping at local supermarkets.

Regular testing for all staff and residents was undertaken in line with infection control guidance, and as soon as the vaccine became available, it was offered to all staff and residents in the Mariners' Park Care Home, the independent housing, and the offices on the park.

The NWF was financially hit as occupancy fell, and staffing costs increased because of the use of agency staff, which resulted in a loss of income. The Seafarers' Charity awarded the NWF a £121,000 grant to cover some of these additional costs and loss of income.

We have all adapted to the digital transformation, which escalated quickly as a result of the pandemic, and conversations, meetings and training can now be completed remotely when necessary.



[Click the live link](#)
to watch Nautilus director of welfare and care Andrew Jones introduce the work of our Welfare cluster

Covid has not gone away, and we continue to follow guidance as and when we get an outbreak in the care home or the wider park. There are robust infection control systems in place, and agency staff are available to cover if staff need to isolate, although this is very costly.

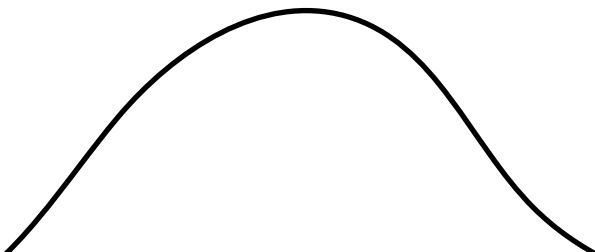
Expanding the NWF Caseworker Service

The Caseworker Service is an initiative of the Nautilus Welfare Fund (NWF) – the Union's registered charity in the UK. The service sends expert caseworkers to visit ex-seafarers around the UK in their own homes, free of charge, to ensure their clients are receiving all the benefits and grants to which they are entitled. This makes a great difference to the less well-off retired members of the maritime community.

During the period 2019-2023, the number of caseworkers rose from four to six, and the number of clients assisted and grants achieved have greatly increased as follows:

Year	Clients assisted	Benefits and grants achieved
2019	437	£817,700
2020	414	£1,000,018
2021	535	£1,320,000
2022	741	£1,145,591

● You can find out more about the activities of the Welfare cluster in the reports to the biennial national branch conferences in the UK. To read the reports, look on the Nautilus website, or contact the UK branch to request them.



The view from the Council

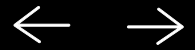
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As a member, I am proud to see how our Union is demonstrating the importance of international cooperation for all maritime professionals inshore, onshore and offshore

Henk Eijkenaar
Nautilus Council member



Our people and awards



Nautilus is proud to be part of a culture of celebrating achievement, and we are delighted both to give and receive awards.

We are also grateful to the members who put themselves forward for voluntary positions helping to run the Union, particularly those on the Nautilus International Council.

In this section, we will be looking at awards from the period 2019-2023 and honouring all the Council members who have served their Union during this time.

Awards given by Nautilus

The period for these awards starts with the Nautilus General Meeting in 2019 and ends just before the 2023 General Meeting. Not all awards are presented each year. The 2023 awards not listed here are being announced at the General Meeting.

Honorary membership

2019: John Lang

General Secretary's Award

2019: Hans Esmeijer, William Jackson, Derek Scott

Victoria Drummond Award

2019: Helene Peter-Davies

Nautilus Award

2019: Andrew Linington

2021: Henk Lafèbre

Bevis Minter Award

From 2022 onwards, the Bevis Minter Award for the Most Worthy Cadet has been presented as part of the Maritime UK Awards.

2019: Oisín Gray (Coláiste Náisiúnta Mara na hÉireann)

2020: Jake Napoli (City of Glasgow College)

2021: Charlie Schofield (Warsash Maritime School)

2022: Terence Jones (Fleetwood Nautical Campus)

2023: Molvipa (Molly) Takhiansok (Warsash Maritime School)

Awards received by Nautilus

Nautilus often submits entries for awards recognising excellence in trade unions, professional membership bodies, or maritime organisations. Some of these awards were suspended during the height of the Covid-19 pandemic, but the Union has had a particularly strong showing since business as usual resumed in 2021.

2021: Silver Award, Investors in People

In 2021, Nautilus International received a Silver Investors in People (IIP) accreditation as an employer, improving on its previous Bronze award in 2017. Investors in People is an international standard that assesses an employer's staff satisfaction, management quality, and the ability of the organisation to offer good opportunities and create a positive

working environment. The Union is now in the process of applying for the IIP Gold Award.

2022: International Association of the Year, Association Excellence Awards

The International Association of the Year award was presented to Nautilus for proactive support for seafarers during the pandemic and the Ukraine war. The judges said: 'For a sector that is "far from the public eye and heart", it's a great success to receive such broad coverage and support from the public.'

The Union also received Bronze in the category Best Awareness Campaign or Advancement of a Cause for our response to the P&O Ferries crisis.

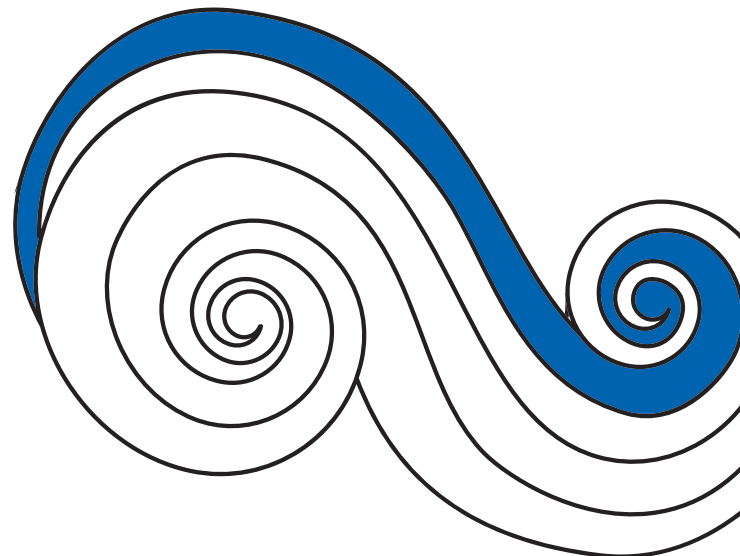
2022: Best Lobbying Campaign, Memcom Awards

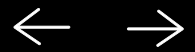
The Best Lobbying Campaign award was presented for our work preventing the criminalisation of seafarers who rescue people in danger at sea under the UK Nationality and Borders Bill. Nautilus was successful in securing an amendment to the Bill to ensure seafarers would be exempt from prosecution for rescuing people at sea.

The Union was also Highly Commended in the Best Public Awareness Campaign for our work following the P&O Ferries jobs massacre.

2022: Regional Deal of the Year, Mersey Maritime Industry Awards

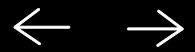
This award recognised Nautilus as best in class for investing in jobs and services in the greater Merseyside area. Nautilus has committed to grow its trade union and seafarer welfare work from its base in Wallasey, northwest England. In partnership with local government, industry, charities and the public, we are investing in the maritime community, from trainees to retirees and beyond.





Nautilus International Council members 2019-2023

2019	2020	2021	2022	2023
U Jurgens (Chair of Council)	U Jurgens (Chair of Council)	U Jurgens (Chair of Council)	U Jurgens (Chair of Council – stood down as Chair on 17/06/22)	W van Hoboken (Chair of Council)
W van Hoboken (Vice Chair of Council)	W van Hoboken (Vice Chair of Council)	W van Hoboken (Vice Chair of Council)	W van Hoboken (Vice Chair of Council – Chair of Council from 17/06/22)	I MacKenzie (Vice Chair of Council)
I MacKenzie (Deputy-Vice Chair of Council)	I MacKenzie (Deputy-Vice Chair of Council)	I MacKenzie (Deputy-Vice Chair of Council)	I MacKenzie (Deputy-Vice Chair of Council – Vice Chair of Council from 17/06/22)	H Eijkenaar (Deputy-Vice Chair of Council)
A M Dickinson (General Secretary)	A M Dickinson (General Secretary)	A M Dickinson (General Secretary)	H Eijkenaar (Deputy Vice-Chair of Council from 24/11/22)	A M Dickinson (General Secretary)
S Belfitt	S Belfitt	S Belfitt	A M Dickinson (General Secretary)	<i>S Belfitt</i>
<i>J Bowry</i>	J Cameron	J Cameron	S Belfitt	F Broeksma
J Cameron	T Cardy	T Cardy	J Cameron	G Calderwood
T Cardy	R Cleland	C Caseman	T Cardy	<i>J Cameron</i>
R Cleland	A Corrie	R Cleland	C Caseman	<i>T Cardy</i>
A Corrie	R Downs	<i>A Corrie</i>	R Cleland	R Cleland
R Downs	H Eijkenaar	<i>R Downs</i>	G Feikema	A Day
<i>B Doyle</i>	G Feikema	H Eijkenaar	<i>A Gale</i>	A Dickson
H Eijkenaar	G Fisher	G Feikema	M Graves	R Downs
G Feikema	A Gale	<i>G Fisher</i>	N Groen	G Feikema
G Fisher	M Graves	A Gale	S Gudgeon	D Franklyn
A Gale	N Groen	M Graves	W Jackson	<i>M Graves</i>
<i>D Gorshokov</i>	S Gudgeon	N Groen	T Latter	<i>N Groen</i>
M Graves	W Jackson	S Gudgeon	M Leemhuis	S Gudgeon
N Groen	B Khan	W Jackson	P Lok	H Hiemstra
S Gudgeon	E Layfield	<i>B Khan</i>	H Ludwig	<i>W Jackson</i>
W Jackson	P Lees	<i>E Layfield</i>	F Matthew	R Johnson
B Khan	M Lloyd	T Latter	<i>P Minter</i>	<i>U Jurgens</i>
E Layfield	H Ludwig	M Leemhuis	G Scarlett	<i>T Latter</i>
P Lees	F Matthew	<i>P Lees</i>	J Tyson	<i>M Leemhuis</i>
M Lloyd	P McMillen	<i>M Lloyd</i>	J Wainman	<i>P Lok</i>
<i>P Lok</i>	P Minter	P Lok	P Wilson	H Ludwig
H Ludwig	S Schravemade	H Ludwig	J van der Zee	F Matthew
F Matthew	J Tyson	F Matthew		C McLean
P McMillen	J van der Zee	<i>P McMillen</i>	J McAuslan (Trustee Director)	F McNally
P Minter	J Wainman	P Minter	L Mercer (Trustee Director)	<i>G Scarlett</i>
S Schravemade		G Scarlett	S Clinch (Trustee Director)	S Turner
J Tyson	H Lafébre (Trustee Director)	<i>S Schravemade</i>		J Tyson



2019	2020	2021	2022	2023
J van der Zee	J McAuslan (Trustee Director)	J Tyson		S de Vries
J Wainman	L Mercer (Trustee Director)	J van der Zee		J Wainman
	S Clinch (Trustee Director)	J Wainman		C Wannell (née Caseman)
H Lafèbre (Trustee Director)		P Wilson		T Warner
J McAuslan (Trustee Director)				J van der Zee
L Mercer (Trustee Director)		<i>H Lafèbre (Trustee Director – resigned 25/11/21)</i>		
S Clinch (Trustee Director)		J McAuslan (Trustee Director)		J McAuslan (Trustee Director)
		L Mercer (Trustee Director)		L Mercer (Trustee Director)
		S Clinch (Trustee Director)		S Clinch (Trustee Director)
				T Crossley (Trustee Director – joined 25/04/23)

NB - Names in italics left the Council in the respective year

NB – Names in bold joined membership of the Council in the respective year



The view from the Council

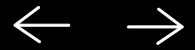
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All unions must be ready for what is ahead with the artificial intelligence revolution about to get under way – all forms of transport will become highly automated sooner than we think. The industrial revolution saw the birth of trade unions as we moved into an industrial world, to ensure fairness in society. With AI looming, we are on the cusp of the biggest change known to humanity – we need unions more than ever

Gary Calderwood
Nautilus Council member



Financial summary 2019-2022



The full audited financial reports from each year in this period are available to Nautilus members in the My Nautilus section of the Nautilus website www.nautilusint.org. These full reports will also be presented to members for approval at the October 2023 Nautilus International General Meeting. Below is a summary of the Union's financial activities.

Internal controls and external oversight

Nautilus International continues to be financially strong and viable. The system of internal controls remains in place, and is robust and sufficient to ensure the disclosure of any material deficiencies and to provide members with reasonable assurance that assets are safeguarded against loss from unauthorised use.

The Union's internal controls are kept under regular review, and the annual statutory audit is conducted by external chartered accountants Haysmacintyre LLP. The reports resulting from the annual statutory audit are presented to the Nautilus International Council for approval.

The Nautilus Strategic Plan sets the context for the focus of the Union's financial activity, which sits within the Operations cluster: 'To be an independent, financially-viable international trade union and professional organisation.'

Below are the key tools used to ensure that this principle of financial viability is duly met:

- annual budgeting
- management accounts
- rolling five-year estimates
- review of the Statement of Investment Policy and of the investment portfolio performance
- statutory annual accounts audit and reports
- annual reviewing and setting of subscription level for membership contributions
- regular and up-to-date cashflow statements

The finance department in the Operations cluster continues to provide the necessary resources to allow other departments to fully discharge their duties in meeting members' needs. This includes taking financial decisions in good time, maintaining and annually calculating reserves to protect them from inflation, and balancing subscription and other income.

In addition, rigorous annual budgeting process and cost controls, cost-benefit analysis and tendering processes allow the provision of services to members to be maintained, and for adequate financial resources to be allocated to resolving legal matters for members. The Union continues to fund offices in the Netherlands, Switzerland and the UK.

Union accounts

All statutory reports and submissions were completed on time, with the accounts duly audited and given an unambiguous, unqualified audit and clean 'bill of health'.

Nautilus International: four years' finance at a glance

	2019	2020	2021	2022
Income £	7,206,035	7,380,084	6,761,484	6,553,491
Expenditure £	7,512,222	7,096,163	6,983,272	7,453,180
Exchange rate	(544,059)	573,608	(649,326)	569,247
Investment gain/(loss) £	525,931	(139,085)	453,981	(307,708)
(Losses)/ gain on revaluation of investment £	1,506,245	464,135	1,123,008	(2,198,101)
Surplus/ deficit to reserves £	968,457	1,143,763	515,848	(2,758,823)



Appeals and donations

Each year, Nautilus receives appeals for donations from a wide variety of charitable and like-minded organisations. The procedure agreed by the Nautilus Council is that the general secretary has the delegated responsibility and authority to deal with any routine request up to £500.

Any appeal higher than £500 and not routine in nature is referred to the Establishments Committee for approval. However, in the case of emergency appeals from bodies such as UNICEF and the Disasters Emergency Committee, the general secretary in consultation with the chair of the Council can authorise a donation up to £5,000.

The Council approves the annual budget for charitable donations and the covenant amount paid into the Charitable Aid Foundation (CAF). This is reviewed every four years, and the Council receives regular updates of donations made.

The good causes appeals fall into two categories:

1. Charitable payments. These are to registered charities and are made through the CAF account in the name of Nautilus International.
2. Donations. These are made to organisations that are often charitable in nature but are not registered as a charity with national authorities.

Breakdown of charitable payments and donations, with categories

Purpose	Charitable payments £	Donations £
Marine	40,050	24,950
Educational	18,050	9,200
Medical	3,550	3,050
Disaster Relief	Nil	15,000
Aid to Third World	3,800	900
Children	2,300	5,400
Age	Nil	700
Assistance to the unemployed and families in need	Nil	1,200

With the outbreak of Covid-19, the Council made funds available for relief to Nautilus members through the Seafarers' Hospital Society (SHS). A Restricted Fund was established, solely for SHS to use to make grants to members requiring assistance arising from the pandemic.

In 2022, with the Russian invasion of Ukraine, the Council of Nautilus committed funds to provide support to Ukrainian seafarers and their families.

Nautilus Welfare Fund

The Nautilus Welfare Fund (NWF) is a charity registered with the Charities Commission for England and Wales. The NWF is administered by Nautilus International, with the Union's Council as its managing trustee and Nautilus Trustees Ltd acting as the custodian trustee. The charitable objectives of the Nautilus Welfare Fund remain as follows:

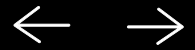
- providing accommodation and, if required, residential or nursing care
- making annual pensions or one-off grants of money
- providing or paying for goods services or facilities
- making grants of money to other persons or bodies that provide goods, services or facilities to beneficiaries
- developing new and enhanced services for beneficiaries by means of research or otherwise, and where appropriate in conjunction with other bodies or persons

Nautilus Welfare Fund: four years' finance at a glance

	2019	2020	2021	2022
Income from charitable activities £	3,285,245	3,058,518	3,284,088	3,368,033
Charitable expenditure £	3,392,388	3,396,307	3,558,011	3,954,755
Investment gain/(loss) £	686,870	(266,103)	1,040,442	(746,827)
Net movement transfer to reserves £	579,727	(603,892)	766,519	(1,333,549)

Members of the management committee of the charity – the Nautilus Welfare Fund Committee – are appointed by the Nautilus International Council. The NWF Committee continues to operate under a scheme of delegation and meets four times per year to receive the relevant reports prepared by the secretary to the NWF.

In addition, the Nautilus director of operations provides the investment reports, including an annual Investment Manager's presentation, the annual budget, the five-year rolling estimates, and the capital renewal programme. The Council approves the annual budget and the annual audited accounts of the charity.



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Published: October 2023

Editor: Sarah Robinson



Production: CPL One

