

UK Branch Meeting 2017

The following **seven motions** were tabled at the meeting.

- A.** Supporting Diversity
 - Submission of Motions to Conference
 - Newly Qualified Officer Certification
 - Sea Service in UK Categorised Waters
 - Food and Catering at Sea
 - Stena Line Redundancies in the North Sea
- B.** The Bevis Minter Award



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Motions

These motions were adopted and remitted at the UK branch conference 2017.

A. ADOPTED

Supporting Diversity

The UK branch conference notes the coverage in the telegraph and online which showed members of the Young Maritime Professionals Forum and other members attending the LGBT+ Pride march held in London in 2016 and 2017. The conference understands that attending these events encouraged more members to take an active role in the Union and some employers encouraged their staff to join in the Union for these events. Therefore, this branch calls for the union to investigate ways of enabling all interested members to attend this and other LGBT+ events and to investigate ways to broaden support for LGBT+ members.

Submission of Motions to Conference

This Branch commends the work that Nautilus has been undertaking to be at the forefront of technological developments to encourage member engagement and participation.

However, we note that the method for submitting motions to this UK Branch Conference is mostly paper

based, requiring physical signatures from members, which detracts from the technological progress.

Therefore, we call on the Union to implement an email or other technological based options for members to propose and support motions for all future UK Branch Conferences.

Newly Qualified Officer Certification

This branch conference notes that many cadets undertake training with 'Tonnage Tax companies'; companies who have a history of not employing UK officers once they have gained their qualifications. This means that these cadets have to look for new companies to take them on as third officers as soon as they qualify. For many, this means looking outside of the sector of which they trained. However, many sectors have specific additional certification requirements such as a Certificate of Proficiency in Basic Oil and Chemical Tanker Cargo Operations (Tanker Fam), Crowd Management on Passenger Ships and other STCW courses that are not required by the MCA for an unlimited CoC and are not included in MNTB approved cadetships.

Cadets who have trained in these sectors will have gained these qualifications meaning that those looking for work as third officers are competing on an unequal playing field unless they fund their own additional studies. Therefore this branch calls for the Union to investigate ways of supporting these newly qualified officers including working with the MNTB to find ways to include these certificates in officer cadetships.

Sea Service in UK Categorised Waters

It has been noted that in 2015 the MCA brought about a change in what constitutes qualifying sea time for officers and ratings working on vessels solely in UK Category D waters. These seafarers were no longer eligible to claim sea time at the rate of 75% of time served. The Solent (Category D waters) is a prime example of where a high density of both large commercial, naval and leisure traffic makes it one of the most intense areas of navigation around our coastline and quite rightly ferry operators using vessels in this area require their officers to hold unlimited CoC's. This is also strongly encouraged by the MCA.

But the change which now excludes vessels operating solely in Category D waters discriminates mainly against junior officers and ratings who were already working for these companies and who were looking to progress in their qualifications. It also prevents junior officers or ratings from seeking employment in this sector who are looking to progress with their qualifications and to keep their CoC's current.

The ability to work for these coastal operators is especially vital for newly qualified officers as many of the larger sea-going companies will only recruit higher grades for junior positions in the current climate.

Therefore, this branch calls for the Union to investigate why the MCA felt there was a need to discontinue the 75% rate and to see if this decision can be reversed or negotiated.

Food and Catering at Sea

This conference notes that food is one of the most important elements of life at sea and registers its concern about reports of increasing obesity problems amongst seafarers. This conference also notes the wide variations in the quality of food being provided for seafarers and the evidence of limited healthy eating options that are often provided.

This conference therefore calls for action to improve the standards of food at sea and for Nautilus to work through the Merchant Navy Training Board to develop improved recruitment and training programmes and to work with shipping companies on initiatives to provide fresh and healthy eating options onboard and to continue to promote the catering apprenticeship and enhance the skills of those who prepare food onboard.

Stena Line Redundancies in the North Sea

Conference notes that UK seafarers on the mv Capucine, together with its Dutch-crewed sister ship mv Severine, operate Stena Line's freight-only service

between Harwich and Europoort. UK and Dutch officers were advised recently that they would be made redundant when these two bareboat-chartered vessels were handed back to their owners in January 2018. Stena Line intend to replace these vessels (and until recently) with two time-chartered vessels under the Finnish flag.

Conference further notes with concern the discriminatory actions by the company in respect of UK seafarers managed by Northern Marine Management Services Ltd (NMMS) under the auspices of Stena Line, serving on the North Sea between the UK and the Netherlands.

Conference is dismayed at the current unacceptable position reached in the past few days by the Stena Group, where they have decided that they will deploy the two time-chartered vessels on the Killingholme — Europoort route and deploy the Dutch-manned Stena Scotia and a 'new' bareboat-chartered vessel on the Harwich — Europoort route with Dutch officers. This against a backdrop of UK seafarers serving on this route for more than 15 years, far longer than any other nationality.

Conference welcomes the jobs saved in the Netherlands, but deplores the employer's discriminatory behaviour towards UK seafarers and notes that Nautilus began discussions and consultation with the aim of protecting members' jobs and, whilst Stena BV has reversed its decision on Dutch manning, the UK management maintains its stance that potential redundancies for UK officers still remain.

Conference firmly places the responsibility for this completely unacceptable discriminative action at the door of the employer, owner and Stena Group.

Conference therefore calls on the Stena Group to ensure that their UK employees receive the same treatment and consideration as their Dutch employees.

Conference believes that the employer's actions are not in compliance with UK and EU employment law, are discriminatory and redundancy should not occur where its obvious that the work is still there. Therefore, UK seafarers should enjoy the protection of TUPE for any replacement vessel carrying out substantially the same service as the one they have been displaced from.

Conference welcomes strong solidarity support from colleagues in the Netherlands, with a belief that the company should have sanctioned the availability of two replacement bareboat-chartered vessels to replace the two vessels returning to owners.

Conference supports the General Secretary in taking the necessary action as appropriate, both industrial and legal, to ensure that Nautilus members in the UK receive equal treatment as that experienced by their Dutch colleagues operating on the same route and calls on the Union to explore all legal avenues to ensure whether the law provides for members to lodge claims for discriminative actions, the protection of TUPE and failure to apply redundancy criteria.

Conference acknowledges that if the company does not engage in meaningful negotiations with the Union in respect of its aims and objectives to protect jobs, then Nautilus International will consider that a dispute situation has arisen and ballot its members for industrial action, in addition to pursuing all appropriate legal avenues.

B. REMITTED MOTION

The Bevis Minter Award

Conference recognises the importance and value of recognising and maintaining high standards within our industry and this is no better demonstrated by the distinguished Bevis Minter Award. However, currently only one college every 5 years benefits from the prestigious award despite the continuous good work by the colleges and sponsoring companies. This results in lots of members unfairly missing out by default.

Conference therefore instructs the union to improve the current procedure by way of recognising one student from existing colleges simultaneously with an invitation to conference. Each college can then submit a short summary of the reasons why that student should win the main award. The winner of the award can then be agreed at Council and announced at conference by the General Secretary. The runners up can also receive a certificate.

This process will ensure that Nautilus International and the Bevis Minter Award becomes an event and aspiration of each college and trainee officer each and every year.