

Ref: AMD/sju

Messrs Huw Merriman MP & Darren Jones MP
House of Commons
London
SW1A 0AA

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29 March 2022

Dear Sirs

Written supplementary to the Oral Evidence of Mark Dickinson, General Secretary, Nautilus International.

Pursuant to the Oral Evidence provided on Thursday, 24th March 2022 by Anthony Mark Dickinson, General Secretary, Nautilus International; additional information was requested in writing by panel members. We have also further reviewed the transcript and wish to provide additional supplementary evidence in support of the oral evidence.

Question 18

Mr Dickinson referred to a study that took place in 2012 in relation to fatigue, we understand this to be a fatigue audit undertaken by P&O Ferries that is mentioned in section 4 of the document in **Annex 1**. The document in **Annex 1** explains the research and development of tools in relation to fatigue undertaken by Cardiff University, with a copy of the actual fatigue audit undertaken by P&O being within the possession of P&O Ferries only. Nautilus International is aware of the findings as the company, in 2012, hastily withdrew their plans for the implementation of a fortnightly rostering pattern.

P&O Ferries attempted to implement a similar rostering pattern with *Pride of Burgundy* in the spring and summer of 2021, which Nautilus International resisted based on safety and that it would undermine the agreed collectively bargained terms and conditions of employment. Correspondence was exchanged in relation to safety concerns in the company's use of agency workers and extended tours of duty, culminating in Nautilus International entering into a formal dispute with P&O Ferries in relation to the reintroduction of *Pride of Burgundy* outwith of the established agreement and rostering pattern. This dispute was eventually resolved across the Autumn 2021 in advance of commencing pay and condition negotiations with company representatives. Additional information, if required, can be provided in relation to this dispute.

In addition, further information in relation to safety concerns has been outlined in **Annex 2** for the consideration of the select committees.

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Question 19

Mr Dickinson references Columbia Ship Management (of Cyprus) and Clyde Marine in his response. We would like to clarify that this should be Clyde Marine Recruitment (a private limited Company registered in Scotland: SC070728).

Question 21

The UK seafaring workforce onboard P&O Ferries are employed by various Bailiwick of Jersey based entities that jointly trade under the business name P&O Crewing Services (Jersey). The direct employers are:

- P&O European Ferries (Jersey) Ltd.
- P&O Ferries (Jersey) Ltd.
- P&O North Sea (Jersey) Ltd.
- P&O Irish Sea (Jersey) Ltd.

All of the above entities are those which are, in combination, dismissing 786 seafaring staff.

Question 22

Mr Dickinson presumed the remaining c.336 seafarers, after the c.450 specified as members of the RMT, would be members of Nautilus International. Nautilus International can confirm that on 17th March 2022, we had 220 members in benefit that were employed by P&O Crewing Services (Jersey) entities working onboard vessels operated by P&O Ferries.

Question 26

Mr Chris Loder MP enquired as to when the last negotiations took place between P&O Ferries and the unions. Nautilus International had advised the company on 09 December 2021 of members acceptance of pay uplift award with respect to 2021 and 2022.

On 21st December 2021 this was revised upward again on the basis of parity in terms of uplift that had been negotiated with a sister union that was pending consultation – as such, we advised our membership at P&O Ferries of an expected delay in receiving back pay owing to this matter.

We also engaged in relation to a company job retention scheme on 23rd December 2021 and 04 January 2022. The conclusion of the Pay Agreement for 2021 and 2022 was confirmed by the company by letter dated 10 February 2022. This letter has been included in **Annex 3**

Question 27

Mr Loder requested information if at the last negotiations Nautilus International had received assurances that the negotiations were going to safeguard the future of the company.

During the consultation periods for redundancies in that commenced in both May and October of 2020, Nautilus International received assurances that the changes were to 'right-size' the business and to safeguard future employment by hibernating (and then eventually disposing of) parts of the business to conserve cash.

These assurances were provided by company representatives in consultation meetings on both occasions and again, in discussions where the company sought to enact its own "job retention scheme" to flex crewing levels on vessels in line with passenger demand.

Nautilus International however is unable to find written communication of the same assertion being made with respect to the pay and condition negotiations concluded and implemented in February 2022.

We did, however, receive these assurances during a meeting attended by Mrs Natalie Elphicke MP and representatives from DFDS and P&O Ferries. This meeting was reported by Nautilus International on 17th June 2021 and our news article is included in **Annex 4**.

Mr Loder also requested information as to where the impacted employees are based. Nautilus International would like to highlight that the concentration of UK resident employees is primarily around Cairnryan, Larne, Liverpool, Hull and Dover. However, impacted maritime professionals are likely to be found spread around the entirety of the United Kingdom in lesser concentrations than around these ports. Additional specific information can be provided upon request in relation to location of impacted employees.

Question 30

In relation to members of interforce personnel wearing balaclavas during the boarding of P&O Ferries vessels, Nautilus International received reports from members onboard Pride of Hull, European Causeway, and Pride of Kent that members of security had boarded wearing balaclavas.

Of particular note is the European Causeway, where UTV obtained footage where a seafarer onboard can be heard to say "There's a guy leading that lot dressed in security wearing a balaclava. What is this like," [accessed last on 29 March 2022: <https://www.itv.com/news/utv/2022-03-17/larne-to-cairnryan-p-and-o-ferry-job-loss-fears-as-company-slashes-800-jobs>].

Please do not hesitate to make further contact should you require additional information or clarifications.

Yours faithfully

A handwritten signature in blue ink that reads "M. Gray". The signature is written in a cursive, flowing style.

Martyn Gray

Executive Officer

Nautilus International

Institution: Cardiff University
Unit of Assessment: UoA4
Title of case study: Influencing international legislation, policy and management strategy to improve maritime safety by reducing seafarers' fatigue
<p>1. Summary of the impact (indicative maximum 100 words)</p> <p>Research carried out by Cardiff University on the causes of maritime fatigue was instrumental in increasing understanding of contributing factors such as long working hours, and the inadequacy of current reporting systems. Because 90% of goods are transported by sea, fatigue influences at the individual and community level, as well as resulting in significant financial penalties for companies when accidents occur. Cardiff research has led to significant changes across industry and government in (a) personal awareness/management, such as improved safety training and (b) new international legislation and company policy aimed at reducing fatigue and improving health and safety at sea.</p>
<p>2. Underpinning research (indicative maximum 500 words)</p> <p>The potential for fatigue at sea is high due to a range of factors, many unique to the maritime environment, yet there has been very little empirical research concerning this significant safety issue. To fully understand fatigue at sea negative risk factors, such as length of tour of duty, shift-pattern, job demands and speed of port turnarounds, must be considered in combination rather than alone. To address this global problem, a Cardiff University research project (2000-2006) was carried out to establish the case for consideration of seafarers' fatigue as a health and safety problem.^{3.1, 3.2} The research involved a multi-method approach (surveys, diary studies, on board testing of performance and physiological measurement), studying over 2,000 participants.</p> <p>Research team</p> <p>The Cardiff team was led by Andrew Smith (Professor, School of Psychology, 1999-present), in collaboration with Tony Lane (Professor, Seafarers International Research Centre [SIRC], until 2003), Mick Bloor (Professor, SIRC until 2003), Dr Emma Wadsworth (Research Associate, Psychology, 2003-2009), Neil Ellis (Research Assistant, Psychology, 2000-2003), Paul Allen (Research Associate, Psychology, 2003-present) and Dr Rachel McNamara (Research Associate, Psychology, 2000-2006, Senior Trial Manager, Medicine 2006-present). This work was funded by the Maritime Coastguard Agency (MCA) and the Health and Safety Executive (HSE, total funding: £827,000) and supported by NUMAST (the officers' union, now Nautilus International). Other major stakeholders (the British Chamber of Shipping; Marine Accident Investigation Branch; Det Norse Veritas) were members of the steering committee.</p> <p>In 2006, members of the International Maritime Health Association (IMHA), and scientific experts in the area of transport fatigue (e.g., Wayne Perkins, New Zealand; Laurence Hartley, Australia) carried out international reviews of the research.</p> <p>Research findings</p> <p>Cardiff's research addressed the risk factors and the consequences of maritime fatigue.^{3.1, 3.3} The research demonstrated that fatigue was consistently associated with poor quality sleep, long working hours (50% of the seafarers reported working weeks of 85 hours or more), negative environmental factors, high job demands and high stress.^{3.5} Other important contributory factors included number of port visits, speed of port turnarounds, physical work hazards (e.g., high amounts of noise), and isolation and low social support, particularly in multinational crews.^{3.3} Fatigue was associated with both reduced safety (e.g., nearly half the sample considered fatigue a key factor in reducing collision awareness) and poorer health (both mental and physical).</p> <p>Crucially, the research also confirmed that:</p> <ul style="list-style-type: none"> • Present reporting systems are inadequately designed to record factors relevant to fatigue^{3.4} • Excessive working hours that contribute to crew fatigue are often hidden by falsified audit records^{3.4}

- Those who under-recorded their working hours were also found to report higher fatigue^{3,4}

Sector-specific research findings

The Cardiff research also determined that certain risk factors were sector-specific.^{3,6} For example, in mini-bulkers the combination of only two watch-keepers, 6-on-6-off watch systems, frequent port turnarounds, short port stays, changing cargoes (in many cases) and long periods of pilotage all placed crew at high risk of fatigue.^{3,6} Fishing vessels were also associated with significant levels of fatigue, with 44% of the crew working to the point of collapse and 41% reporting having fallen asleep at the wheel.^{3,2}

Fatigue intervention and management

As well as documenting the causes of fatigue, the Cardiff research demonstrated that the industry could address the problem by treating fatigue as a health and safety issue, with three levels of intervention providing:

1. information about the problem to increase awareness^{3,4}
2. tools to allow proper audit of fatigue levels^{3,4}
3. guidance on the management of fatigue^{3,4}

The project provided the basis for the implementation of all three of these approaches more systematically in the seafaring community.

3. References to the research (indicative maximum of six references)

Final Reports

1. **Smith, A., Allen, P., & Wadsworth, E.** (2006). *Seafarer fatigue: the Cardiff Research Programme*. MCA: Southampton. <http://www.seafarersfatigue.com>
2. **Smith, A.** (2007). *Adequate crewing and seafarers' fatigue: The International Perspective*. www.itfglobal.org/files/seealsodocs/3193/ITF%20FATIGUE%20REPORT%20final.pdf, International Transport Federation.

Journal Articles

3. **Wadsworth, E., Allen, P., Wellens, B., McNamara, R., & Smith, A.** (2006). Patterns of fatigue among seafarers during a tour of duty. *American Journal of Industrial Medicine*, 49, 836-844. <http://dx.doi.org/10.1002/ajim.20381>
4. **Allen, P. H., Wadsworth, E. J., & Smith, A.P.** (2007). The prevention and management of seafarers' fatigue: A review. *International Maritime Health*, 58, 167-177. <http://czasopisma.viamedica.pl/imh/article/view/26300>
5. **Wadsworth, E. J., Allen, P. H., McNamara R. L., & Smith, A. P.** (2008). Fatigue and health in a seafaring population. *Occupational Medicine*, 58, 198-204. <http://dx.doi.org/10.1093/occmed/kqn008>
6. **Allen, P. H., Wadsworth, E. J., & Smith, A. P.** (2008). Seafarers' fatigue: a review of the recent literature. *International Maritime Health*, 59, 1/4, 81-92. <http://czasopisma.viamedica.pl/imh/article/view/26272>

Cardiff University authors are shown in **bold**.

Grant funding

MCA/HSE/Seafarers International Research Centre: A. D. Lane, M. Bloor, A. P. Smith. *Fatigue Offshore: Phase 1*. 1/1/2000- 31/7/2001. £259,000

MCA/HSE/Seafarers International Research Centre: A. D. Lane, M. Bloor, A. P. Smith. *Fatigue Offshore: Phase 2*. 1/8/2001- 31/03/2003 £208,000

MCA/HSE. A. P. Smith. *Fatigue Offshore: Phase 3*. 1/4/2003- 31/3/2006. £360,000.

ITF. A. P. Smith. *Seafarers' fatigue: The International Perspective*. 1/4/2006-30/9/2006. £11,375.

ESRC. Allen, P. H. & Smith, A. P. Producing a video to disseminate research on seafarers' fatigue. 2010-2011. £9,950.

4. Details of the impact (indicative maximum 750 words)

The main message from the research was that the maritime industry should treat seafarers' fatigue as an occupational health and safety issue, which could be addressed using established methods. Evidence of initial impact comes from the finding that fatigue-related accidents have decreased

since publication of the research. Fatigue was associated with 62% of groundings prior to 2007 and with 55% of groundings in more recent years (Lohrman, CASCADe, 2013).^{5.1}

Changes to international legislation and company policy

Maritime safety is a global transport problem affecting all seafaring countries, and key stakeholders have used Cardiff's research findings to inform changes to maritime practice and policy.

In the UK, the Maritime and Coastguard Agency (MCA) have included fatigue as part of their "human element strategy."^{5.2} An initial part of this strategy has been to monitor ships' records in order to identify false entries and non-compliance with hours-of-rest requirements.

The research has also been used to support measures to deal with fatigue at both the national (presentations by Smith to the UK Transport Minister, 2009) and international level (presentations by Smith to the International Maritime Organization, 2008).^{5.3} Additionally, the Cardiff research on seafarers' fatigue was followed by major revisions to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (the STCW Convention) at the IMO conference in Manila in 2010.^{5.4} These involved revised requirements on work and rest. Minimum rest periods in seven days were increased from 70 to 77 hours and seafarers must now have 10 hours of rest in any 24-hour period. It is now mandatory to maintain records of each individual seafarer's rest hours. These rest hours now apply to most seafarers, not just to watchkeepers. These amendments came into force in January 2012.

Implementation of Cardiff fatigue audit

A fatigue audit (survey of risk factors, perceived fatigue and fatigue-related outcomes) developed by the Cardiff research team has been used by several shipping companies (e.g., P&O Ferries, Dutch Dredging, BP Shipping). The audit has involved all stakeholders and has been linked to the development of fatigue training and countermeasures (e.g., the P&O cross-channel ferries survey^{5.5}). The research has also helped the development of services in other countries; for example, it was used to help develop fatigue management guidance for seafarers in New Zealand.^{5.6, pp.228-9}

The research was also instrumental in the formation of a World Health Organisation (WHO) Maritime Health Group in 2009, and Cardiff's lead PI (Smith) is a member of this group. The WHO group has played an active role in the dissemination of information about the prevention and management of seafarers' fatigue.

Improved public awareness of a health risk or benefit has been raised, and public behaviour has changed (auditing)

Dissemination has involved collaboration with maritime unions and other bodies that aim to communicate with individual seafarers. For example, the research recommendations were included in newsletters that went to all members of Nautilus (UK national union, 24,000 members)^{5.7} and the International Transport Federation (660,000 members worldwide).^{5.8} The Nautical Institute (a charity providing information about seafaring issues to the international community) covered the research on their 'Alert' website (over 10,000 hits).^{5.9} The organisations that have run these campaigns perceive that the research has been of great benefit:

"The Cardiff research took knowledge and understanding of the issue from a relatively unmeasured level to the point at which the problems could be quantified. Nothing of this depth and scale had been done before. It made the case for action stronger than it had ever been and it has been of immense assistance in pursuing representations on behalf of seafarers." – Andrew Linington (2012), Director of Campaigns and Communication, Nautilus.^{5.6, p.228}

The research team also created a film to highlight key issues emerging from their research. Cardiff made this publicly available at www.seafarersfatigue.com (over 7,200 viewings in a year, covering 25 countries).^{5.10} The film is also being used for training purposes by a number of organisations, including Warsach Maritime Academy (cadet training) and Shell (as part of their ship management operator reviews). Organisations that have run these campaigns perceive that the research has been of great benefit:

"Fatigue and the limitations on human performance (including situational awareness) that result are an important element of the Marine Crew Resource Management (MRCM) training course. The ability to reference back to the Cardiff research, the fact that it was done on working vessels not in

the lab, the analytical rigor and the widespread publicity through the Cardiff seminars delivers the necessary evidential 'punch'." -- Rob Miles (2012), Principal Specialist Inspector Human Factors, HSE Offshore Division.^{5,6, p.231}

5. Sources to corroborate the impact (indicative maximum of 10 references)

A paper^{5,6} on the impact of this research provides information corroborating the claims made here. It was awarded the prize for best paper at Ergonomics 2012. The two quotations cited above were published in that paper.

1. CASCADE: Model-based co-operative and adaptive ship based context aware design. FP7-SST-2012-RTD1
http://www.offis.de/technologiecluster/dependable_system_design/projekt/projekte/cascade.html. A relevant paper from this website, corroborating the claim that fatigue-related accidents have decreased, was downloaded and saved as pdf on 18/11/13 and is available on request from HEI.
2. The Maritime and Coastguard Agency Human Element Strategy:
http://www.dft.gov.uk/mca/mcga07-home/workingatsea/mcga-healthandsafety/dops_-_all-newpage-2.htm (also saved as pdf on 18/11/13 and available on request from HEI). Corroborates claim that fatigue is now included as part of MCA Human Element Strategy; note the link to 'Guidance on Fatigue'.
3. Smith, A. P. Seafarers' Fatigue. IMO, London. March 2008.
http://www.imo.org/blast/mainframe.asp?topic_id=103&doc_id=8869. (also saved as pdf on 18/07/13 and available on request from HEI). Corroborates claim that the research has been used to support international measures to deal with fatigue.
4. IMO Manila: Conference of Parties to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, Manila, the Philippines, 21-25 June 2010.
<http://www.imo.org/MediaCentre/PressBriefings/Pages/STCW-revised-adopted.aspx> (also saved as pdf on 18/07/13 and available on request from HEI). Corroborates claim that major revisions were made to STCW convention.
5. P&O survey: <http://www.bbc.co.uk/news/uk-england-kent-19366359> (also saved as pdf on 18/07/13 and available on request from HEI). Corroborates claim that fatigue surveys are used by shipping industry.
6. Smith, A. P. & Allen, P. H. 2012. Assessing the impact of the Cardiff Seafarers' Fatigue Programme and Seafarers' Fatigue Film. In M. Anderson (Ed), *Contemporary Ergonomics and Human Factors* (pp. 227- 234). London: CRC Press, Taylor & Francis. ISBN 978-0-415-62152-6 (pdf available from HEI on request). Corroborates claim that the Cardiff research forms the basis for fatigue guidance in other countries.
7. Work at Nautilus: <http://www.nautilusint.org/Campaigns/pages/Fatigue.aspx> (also saved as pdf on 18/07/13 and available on request from HEI). Corroborates claim that the dissemination has involved national seafarers' unions.
8. Work at the International Transport Federation: <http://www.itfseafarers.org/ITI-fatigue.cfm> (also saved as pdf on 18/07/13 and available on request from HEI). Corroborates claim that the dissemination has involved international transport unions.
9. Work at The Nautical Institute: http://www.he-alert.org/objects_store/alert_13.pdf (also saved as pdf on 18/11/13 and available on request from HEI). Corroborates claim that the research has been used to support campaigns aimed at prevention and management of fatigue.
10. Seafarers Film links: <http://www.esrc.ac.uk/my-esrc/grants/RES-192-22-0009/read> (also saved as pdf on 18/07/13 and available on request from HEI). Corroborates claim that the film on seafarers' fatigue has been used to disseminate knowledge and for training purposes.

NAUTILUS INTERNATIONAL

P&O Ferries – Safety Briefing

Introduction

In a safety critical industry such as shipping, the importance of a competent, well trained, experienced crew cannot be overstated. This is even more the case in a company such as P&O Ferries where in addition to the risks that are present in all shipping operations, there exists the additional pressures inherent in operating vessels to extremely tight schedules, with rapid turnarounds in the busiest shipping lanes in the world.

Carrying up to 2,000 passengers at a time, the potential consequences of any incident caused by crew inexperience or lack of training do not bear thinking about. In fact, anyone who is in any doubt as to the potential outcome when commercial pressure takes precedence over safety concerns in the ferry sector need only refer to report of the 1987 Herald of Free Enterprise Disaster which killed 193 passengers and crew and contributed directly or indirectly to the development of many of the safety measures that are discussed below.

Training and Familiarisation

It is vital that any new crewmember joining a ship is aware of their obligations regarding safety procedures, the actions to take during an emergency, the location and operation of life-saving and firefighting appliances, correct use of ships machinery and equipment and of course, their own specific duties onboard. There are a number of mandatory instruments which set out the minimum standards expected for training and familiarisation and ships are routinely inspected to ensure compliance with these however, it should be borne in mind that these protocols were not written with the extraordinary situation at P&O Ferries in mind and assume that an individual joining a vessel will have the benefit of crew already experienced on that vessel to deliver the required training.

The International Management Code for the Safe Management of Ships (ISM Code)

The ISM Code was developed in the wake of the Herald of Free Enterprise disaster to address the lax safety culture which led to the accident. One of the key obligations introduced by the code is the requirement for the company to develop a Safety Management System (SMS) which must include amongst other things, a safety and environmental protection policy, instructions and procedures covering all aspects of the ships operation to ensure safety and protection of the marine environment in compliance with relevant legislation, procedures for reporting accidents and non-conformities and, procedures to prepare for and respond to emergency situations.

The ISM Code places several duties on a company in relation to familiarisation and training which include:

- Ensuring that the Master is fully conversant with the company's SMS.
- Establishing procedures to ensure new personnel are given proper familiarisation with their duties.

- Ensuring that all personnel involved in the SMS have an adequate understanding of relevant rules, regulations, codes and guidelines.
- Establishing and maintaining procedures for identifying training that may be required in relation to the SMS and ensuring that such training is provided.
- Ensuring that the crew are able to communicate effectively in the execution of their duties related to the SMS.
- Identifying potential emergency shipboard situations, establishing programmes of drills and exercises to prepare for emergency actions and, ensuring that the organisation as a whole is prepared to act at any time to any hazards, accidents or emergencies involving its ships.
- Ensuring that all personnel have the qualifications, training and experience that may be required in support of the SMS.

The STCW Convention 1978 (as amended)

The STCW Code sets out the minimum qualification standards for seafarers to be allowed to work onboard vessels. In addition to setting out the minimum qualifications required it also contains provision relating to training and familiarisation which include:

- Ensuring that each crew member is able to make a knowledgeable and informed contribution to the safe operation of the ship.
- Ensuring that all seafarers who are newly employed onboard are given the opportunity to become familiar with shipboard equipment, operating procedures and other arrangements needed for the proper performance of their duties before being assigned to those duties.
- Ensuring that each seafarer is given a reasonable period of time to become acquainted with ship specific equipment, safety and emergency procedures and that a knowledgeable crew member is provided to ensure that each newly employed seafarer receives this information in a language that they understand.

We have serious doubts as to how a company that has replaced its entire crew with no handover would be able to demonstrate compliance with the above-mentioned requirements unless they had undergone an extensive training programme that would take weeks if not months to carry out properly.

Vehicle Deck Safety

It is widely acknowledged that the vehicle deck of a Ro-Ro ferry is one of the most dangerous places on a ship – one where workers are sadly killed on a regular basis. The unacceptably high number of accidents on vehicle decks in recent years has led the UK Chamber of Shipping in collaboration with the maritime unions to develop detailed guidance on vehicle deck safety. This guidance, which represents a united industry view, gives particular emphasis on ensuring effective communication and teamwork and of ensuring that crew receive appropriate training and familiarisation in safe work procedures.

It would be particularly concerning if inexperienced crew were assigned to work in these areas.

Fatigue

Fatigue is commonly reported by our members as one of the most pressing issues they face on a day-to-day basis. This is unsurprising when you consider the excessive working hours permitted by international regulations (up to 14 hours per day or 91 hours per week), unnatural shift patterns, fast port turnarounds and long tours of duty.

There is a plethora of evidence available which demonstrates the detrimental effect that seafarer fatigue has on safety. This includes the 2012 Cardiff University Report which found that the number of port visits and the speed of port turnarounds was a major contributory factor, the EU sponsored Horizon Project which found that a significant number of seafarers working common shift patterns experienced periods of sleep while on duty, and, the Martha Project which found that seafarer fatigue can cause long-term physical and mental health issues and that longer voyages were more likely to cause problems.

The body of research indicates that certain types of operation are more likely to lead to seafarer fatigue, in particular those that involve, frequent port calls, fast turnarounds, high job demands and high stress. The nature of operations at P&O ferries most certainly falls into this category with vessels sailing around the clock, completing up to 10 crossings a day of the busiest shipping lane in the world and seafarers working 12-hour shifts. P&O Ferries itself recognised that the unique nature of its operations necessitated the taking of additional precautions to guard against seafarer fatigue when it commissioned an independent study into its working patterns which found that due to the high demands placed on seafarers, that it would be potentially unsafe to require seafarers to work tours longer than 6 days.

With this in mind we are shocked to hear that the company is intending to employ agency workers working tours of up to 8 weeks.

Each vessel is required to hold a safe manning document which sets out the minimum of crew that a vessel is permitted to operate with. This document is issued to a shipowner following a proposal to their Flag State which is agreed based on the vessels trading area and operational pattern

The IMO Resolution A.1047(27) gives a flag state the right to withdraw a safe manning document if a company fails to submit a new proposal for a safe manning document when changes in the trading area, construction, machinery, equipment or operation and maintenance of the ship have taken place.

We consider that the proposed increase in tour lengths combined with the sudden and drastic detrimental change to the experience level of the crew would be a clear change in the operation of a vessel and would necessitate a new proposal for a safe manning document.

Conclusion

We consider that it is extremely unlikely that any company that has replaced its entire crew overnight would be able to demonstrate compliance with the mandatory requirements relating to crew training and familiarisation. This is particularly so considering the extremely

short period of time elapsed between the company sacking its entire seafaring workforce and its suggested date for resumption of sailings.

We have written to the MCA setting out our concerns in this regard and they have confirmed that all eight affected ships will undergo a full Port State Control inspection focussing on operational drills and ensuring that crew have received appropriate training and familiarisation and training prior to sailings resuming.

We welcome this move but must stress that this must be a full and proper inspection and if there is any doubt whatsoever as to the suitability of the crew to safely carry out their duties, then the vessels must not be allowed to sail.

We are appalled at reports that the company are planning to implement tours of up to eight weeks in length. The companies own study clearly states that this is not a safe working arrangement. The proposed working patterns, combined with the decision to replace experienced crews with overseas seafarers recruited by an agency registered in Malta only a month ago, clearly represents a change in the operations of the vessel necessitating a new proposal for a safe manning document.

The Flag States of the affected vessels i.e. Cyprus, Bermuda and the Bahamas's should immediately withdraw the vessels safe manning documents whilst they await revised proposals from the company based on their proposed operating patterns.

Nautilus International

24th March 2022

Mr Micky Smyth
Head of Industrial,
Nautilus International
1 & 2 The Shrubberies,
George Lane,
South Woodford,
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E18 1BD

P&O FERRIES LIMITED

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Kent
CT17 9TJ

t. +44 (0)1304 863000

Registered in England 00237626

10 February 2022

Dear Micky,

Pay Agreement

I am writing to confirm the details of our agreement on pay, as also confirmed by your union following a consultative ballot with your membership.

The full detail of each element is set out below:

- A lump sum payment of £300 to reflect the 2020 pay review period if service qualifies.
- An increase of 1.3% on base pay (and therefore all pay items driven by the base pay rate), with effect from 1st January 2021 if service qualifies.
- An increase of 3% on base pay (and therefore all pay items driven by the base pay rate), with effect from 1st January 2022. Each Union, including Nautilus International will be able to look to renegotiate this element in May 2022 when all parties are able to assess how the business is performing, the impact of changes to National Minimum Wage in the UK and UK inflation rates.
- A £250 lump sum to be paid if we achieve or better our operating profit target for Q1 2022. We will ensure that targets are understood, and results are transparent so that Nautilus international can track whether this target is delivered.
- A further £250 lump sum to be paid if we achieve or better our operating profit target for Q3 2022. We will ensure that targets are understood, and results are transparent so that Nautilus International can track whether this target is delivered
- A £300 lump sum to be paid on or about 15th February 2022 in return for our reaching early agreement on pay and benefits.
- P&O Ferries will support any application by any of our unions to the Rail Delivery Group in support of wider and extended provision of rail passes to our employees.
- The company and each of the UK unions will jointly campaign during 2022 to encourage members of our stakeholder pension plan and non-members of any pension plan to upgrade their membership
- A commitment by the company to provide a minimum of 3 x salary death in service benefit for all permanent employees, where existing pension plans do not already make such a provision.

Back pay and lump sums will now be calculated and paid in the February 2022 pay run.

Please also find attached updates to Schedule 1 of the Collective Agreement between P&O Crewing Services (Jersey) and Nautilus International to Establish Pay Scales and Terms and Conditions of Employment for

Officers (“the Agreement”). These updates are supplemental to the Agreement made on 29th February 2012 and modifies the relevant Schedule.

Please also find attached updates to Schedule 1 of the Collective Agreement between P&O Irish Sea (Jersey) Limited and Nautilus International to Establish Pay Scales and Terms and Conditions of Employment for masters and officers in P&O Ferries’ Irish Sea Sector (“the Agreement”). These updates are supplemental to the Agreement made on 15th July 2009 and modifies the relevant Schedule.

Finally, please note, these are the schedules for 2021 and 2022 rates.

Yours sincerely,

Stephen Nee
Head of IR/ER
P&O Ferries Ltd



(/en/)

[United Kingdom \(/en/news-insight/?topic=United Kingdom\)](#)

Unions lobby in support of short sea safety

🕒 17 June 2021



Nautilus International and the National Union of Rail, Maritime and Transport Workers (RMT) met with Dover MP Natalie Elphicke and representatives from P&O Ferries and DFDS to raise safety concerns in regards to the Dover-Calais route. Image: Getty Images

Nautilus International participated in a meeting with Dover MP Natalie Elphicke, and representatives from P&O Ferries, DFDS, and the National Union of Rail, Maritime and Transport Workers (RMT), in which the two unions expressed their concerns in relation to the increasing competition on the short sea Dover-Calais route.

Nautilus explained that the safety of operations on the route could be compromised by new entrants to the sector as they seem to be seeking to circumvent safe scheduling arrangements and precarious employment practices for maritime professionals on one of the world's busiest shipping lanes.

'Ms Elphicke seemed to be appraised of developments and stated that she is eager to work with all stakeholders in finding a resolution that ensures safety,' Nautilus strategic organiser Martyn Gray said.

'Robust discussion took place on the impacts (both positive and negative) surrounding planned operations and how new entrants to the route appeared to be seeking to drive a wedge between shore and sea-based roles in terms of employment practices. Both P&O Ferries and DFDS stated their commitment to the present social model of employment but highlighted their stance might change in response to any low-cost operator.

'We will continue to work with the Department for Transport and all relevant authorities, as well as members of Parliament, to support the defence of members' terms and conditions and primarily the safety of our members operating on the short sea route and elsewhere. Nautilus is committed to resisting any attempt – by any operator – to circumvent the established socially responsible and safety focussed arrangements, and we will continue to engage all key stakeholders in establishing an outcome that is in keeping with the needs of those we represent.'

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United Kingdom

Industrial dispute could destabilise P&O Ferries at critical time

P&O Ferries is facing a potential industrial dispute over the planned use of agency staff to circumvent long standing arrangements in place since the late 1980's on the Dover-Calais route; at a time when stability and partnership is critical to its future success, Nautilus International has warned.

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