

Merchant Navy Welfare Board



Annual Report 2019



Patron: The Lord Prescott

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Chairman's Foreword

The year 2019 has been one of tremendous political turmoil, whether that is the UK Brexit debate, US/China trade talks or, amongst many other issues, the growing public awareness of climate change.

Throughout the global 'noise' the MNWB, its 17 Port Welfare Committees/ Boards and its 43 UK maritime charity Constituent members have continued their dedicated and focused work supporting UK seafarers, past and present and their families, and the global family of seafarers visiting our ports.

The support provided by our Constituent members spans a wide range of welfare needs from children to the elderly, and from those with health challenges to those financially compromised. To the very last man, woman and child, these people are better off than they would otherwise be without the dedication of the many employees and volunteers of these charities.

We have talked many times about the 'beneficiary cliff edge' where the UK's declining UK manned fleet reflects a declining number of beneficiaries. To date, this has not materialised. With increasing life-expectancy the demands on the maritime charity sector remains high, albeit the needs have evolved requiring different and innovative responses.

Our Seafarer Support function provides seafarers, but more usually families, with a modern on-line 24/7 facility to assess which of the 140 plus maritime charities is best placed to provide for those in need, whether that is housing, care, respite, bereavement, disability or financial.

The primary role of the Board is to provide services to our Constituent members which you can read about in more detail in this Annual Report. I would particularly bring your attention to the progress made supporting ISWAN internationally with the port welfare partnership project and, closer to home, the success of the MiFi project. These are just a couple of the many successful projects that help support our Constituent members to deliver their services to beneficiaries.

Our Working Groups remain the key means by which the front line in our Constituent members communicate and influence at the highest levels at the Board. Without their commitment, we would not have the clarity that allows us to be as effective as we are. Part of being effective is to be efficient. Our centralised training courses help inform and safeguard the many frontline staff and volunteers efficiently ensuring they can do their roles safely.

Throughout the year our Port Welfare Committees around the UK, the Seafarers' Welfare Board in Gibraltar and the Port Welfare Board in the Falkland Islands have been meeting to ensure that the port based maritime charities are coordinated in their support of the welfare needs of seafarers.

As we look forward into a new year and new decade, the Board will be reviewing its strategy for the forthcoming three to five years to ensure that our commitment to seafarers' welfare remains at the heart of everything we do.

Captain A K Cassels
Chairman



Chief Executive's Introduction

In 2019 the Board was again privileged to use its unique umbrella position within the maritime charity sector to act as the catalyst for positive change, adding value to the provision of welfare services across the sector.

Much of our 'behind the scenes' work helps organisations provide valuable welfare services to serving and retired seafarers, and their families in need. Notwithstanding ever-increasing legislative demands, our diverse workload continues to be governed by the many appeals for help requested through our numerous UK Port Welfare Committees, working groups and conferences. These useful meetings and events bring key personnel together to share best practice, network and work on welfare issues.

We started the year by meeting the Merchant Navy and Fishing Fleet charity sectors' immediate need for an 'Advanced Safeguarding' course, which was well received and duly added to our comprehensive training programme. Later, we held our largest ever and most successful 'UK Port Welfare' conference; an event that concentrated on the provision of 'front line' port-based welfare services and, for the first time, included volunteers from all over the country.

Throughout 2019 we worked tirelessly to not only support maritime charities but deliver challenging welfare projects that require substantial amounts of collaboration and partnership work. For example, the 'MiFi' pilot project supplies 60 welfare workers from different organisations with mobile Wi-Fi hubs to improve seafarers' communications, which has helped tackle loneliness and isolation. Many of our joint projects have evolved into successful and enduring programmes. These include the Port Based Welfare Vehicle Replacement programme that has awarded over £1.5m in grants since its inception in 2008, the Seafarer Support referral service now in its 10th year and the ISWAN International Port Welfare Partnership that will be rolled out globally in 2020. Their success depends on the continued support of our funding partners and the excellent working relations we share with our fellow seafarers' welfare organisations. Long may this continue.

In addition to our 'services to Constituent members', the Board was able to use its remaining financial resources to support various capital projects. This has resulted in improvements to seafarers' accommodation and facilities in ports around the UK and Gibraltar.

All of the above would not be possible without the encouragement and expertise of the Board's Trustees and the professionalism of staff who consistently go that 'extra mile' on behalf of seafarers' welfare. I thank them all, particularly my Chairman Capt. Andrew Cassels and my deputy Miss Sharon Coveney, for their steadfast support during a testing year. The staff and I look forward with purpose and enthusiasm to the new year and decade.

P D Tomlin MBE
Chief Executive

Report of the Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

The trustees present their 72nd Annual Report and the audited Financial Statements for the year ended 31 December 2019. They have adopted the provisions of the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) ('SORP 2015').

MISSION STATEMENT

"Supporting the provision of quality welfare services for seafarers and their dependants"



OBJECTIVES

The Key Objectives of the Merchant Navy Welfare Board are to:

- Help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- Strive to ensure that all welfare needs are met through the most effective deployment of resources.
- Facilitate the work of Constituent organisations through the provision of grants and specialist support services.
- Provide a dedicated welfare support and referral service for UK seafarers and their dependants.
- Manage and support Port Welfare Committees to develop local welfare services.
- Encourage and enable closer collaboration amongst both Constituent organisations and Port Welfare Committees.
- Represent and raise awareness of seafarers' welfare issues at national level.

N.B. The wording shown above summarises the formal Objects, a copy of which may be obtained from the Chief Executive.

STATEMENT OF PUBLIC BENEFIT

The objectives, activities, achievements and performance of the Board, which the charity undertakes for the public benefit, are clearly set out in this report. The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Board's aims and objectives and in planning future activities and setting out the grant making policy.

In the interests of transparency, the trustees make the following statements regarding public benefit:

- The clear benefits provided by the Board are delivered through the key objectives set out above and reflected in the disclosure of charitable expenditure in the Statement of Financial Activities.
- The primary objective of the Board is to help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- No detriment or harm arising from the work of the Board has been identified.
- The beneficiaries are those charities caring for merchant seafarers, fishers and their dependants. This is directly in accordance with the terms of the Board's constitution.
- The Board is active within the United Kingdom, Gibraltar and the Falkland Islands, and has worldwide connections.
- People in poverty are at the heart of what the Board does and it is not aware of any Constituent member excluding benefits from anybody in poverty.
- There are no private benefits of which the Board is aware.



NATURE OF THE GOVERNING DOCUMENT

The Board is governed by Articles of Association adopted by a Special Resolution on 20 May 2010 and amended on 24 July 2015. These comply with the provisions of the Companies Act 2006 and the Charities Act 2011.

TAXATION STATUS

The Board, as a registered charity in England and Wales, is exempt from taxation on its charitable activities. This has been confirmed by HM Revenue & Customs.

REGISTRATION DETAILS

The Board is registered in England & Wales, under company number 453053, as a Company limited by guarantee and as such it does not have share capital. The Board is also registered under number 212799 with the Charity Commission for England & Wales and in Scotland with the Office of the Scottish Charity Regulator (OSCR) under number SC039669.

REGISTERED OFFICE

The registered office of the Board is
8 Cumberland Place, Southampton SO15 2BH
Telephone: 023 8033 7799
E-mail: enquiries@mnwb.org.uk
Website: www.mnwb.org

WELFARE ORGANISATIONS SUBSCRIBING TO THE CONSTITUTION OF THE BOARD

(CONSTITUENT MEMBERS)

Aberdeen Seafarers' Centre
Aged Merchant Seamen's and Sunderland Distressed Mariners' Fund
Apostleship of the Sea, Great Britain
Broughton House
Care Ashore
Erskine Hospital
Grimsby Sailors & Fishing Charity
Guild of Benevolence of the IMarEST
Humber Seafarers' Service
Honourable Company of Master Mariners Charities
Liverpool Sailors' Home Trust
Lowestoft Fishermen's and Seafarers' Benevolent Society
Manx Marine Society
Marine Society & Sea Cadet Association
Merchant Navy Association
Merchant Navy Association of Northern Ireland
Mersey Mission to Seafarers
Mission to Seafarers
Nautilus Welfare Fund
Queen Victoria Seamen's Rest
Royal Alfred Seafarers' Society
Royal Liverpool Seamen's Orphan Institution
Royal Merchant Navy Education Foundation
Sailors' Children's Society
Sailors' Orphan Society of Scotland
Sailors' Society
Scottish Nautical Welfare Society
Scottish Veterans' Residences
Seafarers UK (King George's Fund for Sailors)
Seamen's Christian Friend Society
Seafarers Hospital Society
Seamen's Welfare Fund (Gibraltar)
Shipwrecked Mariners' Society
SSAFA
The Fishermen's Mission
Trinity House
Trinity House, Hull
Tyne Mariners' Benevolent Institution
Veterans' Aid
Whitby Merchant Seamen's Hospital Houses
Willie Seager Memorial Trust
Wilson's Mariners' Homes

N.B. These are not connected Charities within the meaning of the SORP 2015

Under its Articles of Association, the Board is no longer required to hold a formal Annual General Meeting. For any constitutional changes it will hold an Extraordinary General Meeting (EGM) to which all Constituent members will be invited.

TRUSTEES AND MEMBERSHIP OF THE COUNCIL

The Board's trustees are collectively known as its Council. New members are appointed by Council, primarily on the basis of the skills and experience required to carry out their responsibilities effectively in the best interest of the charity. Details of Council membership during 2019 and changes to the date of this report were as follows:

Patron: **The Lord Prescott**

Chairman: **Capt. A Cassels**

Vice: **A M Dickinson**

SHIP OWNERS' & SHIP MANAGERS' REPRESENTATIVES:

Capt. A Cassels, UK Chamber of Shipping (Re-appointed 30.06.18) (Chairman)

D Colclough, UK Chamber of Shipping (Re-appointed 30.06.18)

T E Springett, UK Chamber of Shipping (Re-appointed 30.06.19)

M Rawson, UK Chamber of Shipping (Appointed 18.12.19)

Capt. J Thomson, UK Chamber of Shipping (Appointed 30.06.18; Resigned 17.01.19)

TRADE UNION REPRESENTATIVES:

D Appleton, Nautilus International (Appointed 30.10.17)

M Carden, RMT (Re-appointed 30.06.18)

A M Dickinson, Nautilus International (Vice-Chairman) (Re-appointed 30.06.19)

S Todd, RMT (Re-appointed 30.06.18)

VOLUNTARY SECTOR REPRESENTATIVES:

A Campbell, Queen Victoria Seamen's Rest (Re-appointed 30.06.18)

D Thomas, Sailors' Children's Society (Re-appointed 30.06.19)

Capt. J Osmond RN, Shipwrecked Mariners' Society (Appointed 19.03.18)

Revd I Ajibade, Mission to Seafarers (Appointed 30.06.19)

M Foley, Apostleship of the Sea (Resigned 30.06.19)

PERSONS ABLE TO MAKE A PARTICULAR CONTRIBUTION OF VALUE TO THE CHARITY BECAUSE OF THEIR SPECIALIST EXPERTISE:

A Godfrey, Fishermen's Mission (Re-appointed 02.11.19)

G Lane, Chartered Accountant (Re-appointed 30.06.19)

C Spencer, Seafarers UK (Appointed 30.06.19)

Cdre B Bryant CVO RN, Seafarers UK (Resigned 30.06.19)

OBSERVER STATUS

N Atkinson MNM, Maritime & Coastguard Agency

The Board wishes to place on record its appreciation for the contribution made by all members of the Council, in particular long standing trustees; Cdre Barry Bryant, Martin Foley and also Capt. John Thomson.

INDUCTION AND TRAINING OF TRUSTEES

Trustees are either appointed or elected. The UK Chamber of Shipping is responsible for appointing the Ship Owners' & Ship Managers' Representatives, currently four in number. Nautilus International and the Rail and Maritime Transport Union (RMT) are responsible for appointing the Trade Union Representatives, currently two each. The Constituent Maritime Charities elect the Voluntary Sector Representatives, currently four. The Council appoints those persons able to make a particular contribution, currently three. Each appointment, or election, for all backgrounds, is for a three-year term of office.

All newly appointed trustees are provided with an induction pack that includes the governing documents, latest annual report, recent minutes of Council and other relevant meetings, publicity literature and the Charity Commission's relevant publications and information leaflets. Within the first few months of their election, Council members are invited to attend an induction at the Board's offices where they are introduced to the staff, given a comprehensive insight into the daily operation and a briefing covering the Board's current strategy and projects. The 'Trustee Role Description', outlining the general duties of the Board, is reviewed annually.

PAYMENTS TO TRUSTEES

No member of Council receives any payment for acting as a trustee, other than, on occasion, out of pocket expenses.

CONFLICTS OF INTEREST

The Board maintains a register of interests of all trustees and senior staff. Additionally, at each meeting of the Council, all those present are asked to declare any potential conflicts of interest when appropriate.

COMPANY SECRETARY

Mr P. D. Tomlin MBE, Chief Executive

STAFF

The Board employs nine full time members of staff directly in its work. Details of staff members employed during 2019 were as follows:



Mr Peter Tomlin MBE
Chief Executive



Miss Sharon Coveney
Deputy Chief Executive



Miss Sarah Edward
Port Welfare Committee
Manager



Mrs Katherine Lockwood
Port Welfare Committee
Manager



Mrs Sally Oliver
Welfare Manager



Miss Rebecca Stalker
Deputy Project Manager
(resigned 19.07.2019)



Mrs Helen van Gass
Acting Welfare & Training
Manager



Mr Aiden Harvey
Acting Projects & Welfare
Coordinator



Ms Celia Jackson
Executive Assistant & Office
Manager



Miss Roxanne Le Voguer
Communications
Administrator (Temporary)

PROFESSIONAL ADVISERS

Auditors:

James Cowper Kreston,
The White Building, 1-4 Cumberland Place,
Southampton, Hampshire, SO15 2NP

Bankers:

CAF Bank Ltd, 25 Kings Hill Avenue, West Malling,
Kent, ME19 4JQ

Solicitors:

Blake Morgan LLP, Tollgate, Chandlers Ford,
Eastleigh, SO53 3LG

Investment Manager:

Bordier & Cie (UK) PLC, 23 King Street, St James's,
London, SW1Y 6QY

Pension Advisers:

Chadney Bulgin LLP, 89 Fleet Road, Fleet, Hampshire,
GU51 3PJ

Accounts Administration:

Winchester Bourne Ltd, Sullivan Court, Wessex Business
Park, Colden Common, Winchester, SO21 1WP

The Council is responsible for:

- all staff employment contracts based on advice from the Board's appointed human resources advisers.
- agreeing the employer's and minimum staff contributions towards the pension scheme.
- appointing a financial adviser to advise on the appointment of a pension provider.

REMUNERATION POLICY

The Board is committed to ensuring that staff are adequately remunerated to ensure that it attracts and retains the right skills to achieve the charity's objectives.

In accordance with SORP 2015, the Board:

- discloses all payments to trustees (these are out of pocket expenses only).
- discloses staff in receipt of more than £60,000 salary including gross pay and taxable benefits.
- discloses the pension policy.
- confirms that there are no benefits in kind.

The Board has appointed a remuneration sub-committee, consisting of the Chairman and two trustees, advised by the Chief Executive (with exception of his own remuneration), which meets to review and recommend the pay for all staff.

The sub-committee:

- reviews the Board's salary structure using independent market benchmarking and makes amendments, when appropriate, to ensure that salaries remain competitive.
- approves the annual cost of living increase for all staff taking into account the most recent inflation figures.
- approves any consolidated pay awards over and above the cost of living index.

VOLUNTEER HELP

The Board does not utilise volunteers for its day to day activities.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board's Council holds three or four meetings annually. These are used to review current strategy, financial matters, investments, services to Constituent charities, grant distribution and agree future policy. In addition, it holds joint biennial meetings for Constituent and Port Welfare Committee members. In the event of needing to make any amendments to the Articles of Association the Board must convene an EGM for its Constituent members.

The Council takes the view that internal controls provide adequate safeguards. All transactions are properly authorised and recorded thus ensuring that any material errors and irregularities are detected and prevented.

RISK ASSESSMENT

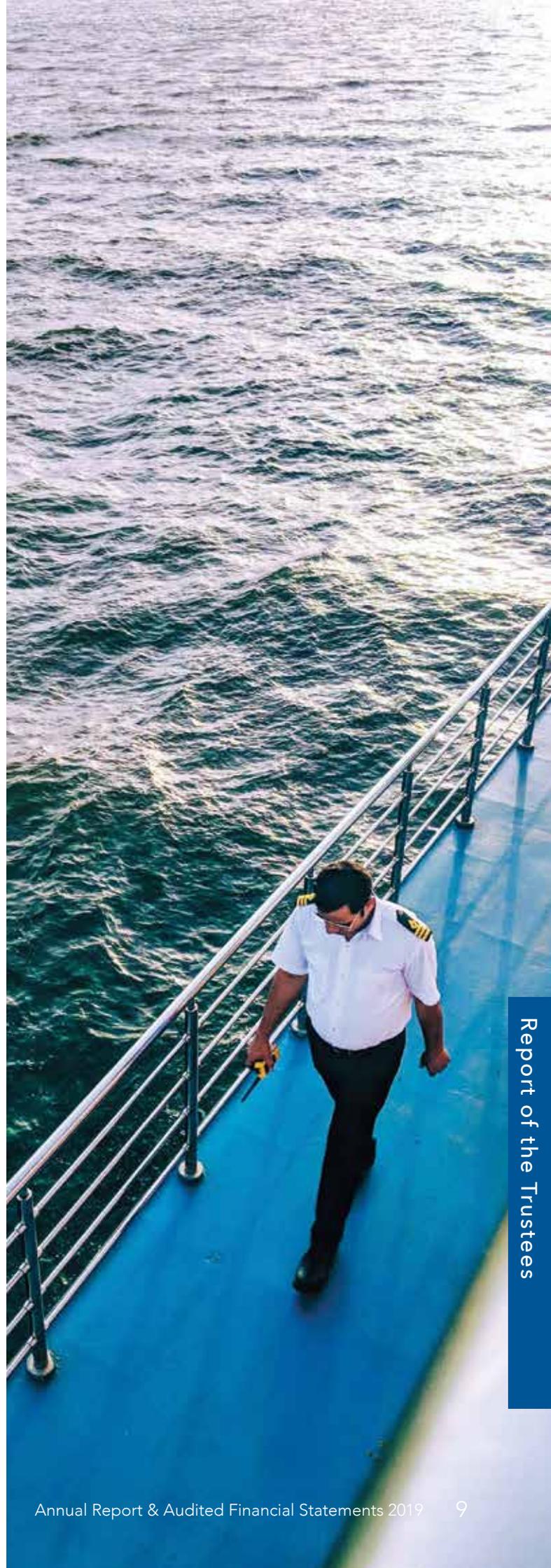
The Board has a formal risk management process, which identifies the role for the Council as:

- ensuring that the identification, assessment and mitigation of risks are linked to the achievement of the Board's operational objectives.
- ensuring that the process covers all areas of risk e.g. financial, governance, operational and reputational and is focused primarily on major risks including those arising from investment issues.
- ensuring that the process seeks to produce a risk exposure profile that reflects the Board's views as to the level of acceptable risk.
- reviewing and considering the principal results of risk identification, evaluation and management.

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a review of the risk profile is completed annually by the Chief Executive. This includes an evaluation of current activities and risks posed, the effectiveness of controls in place that mitigate material risks posed and an action plan to develop additional controls where necessary.

COMPLAINTS PROCEDURE

The Board has in place a policy to deal with any complaints from the public or other organisations.



FINANCIAL CONTROLS

The Board believes that the system of internal control provides adequate assurance that assets are safeguarded, transactions are properly authorised and recorded and that material errors and irregularities are either prevented or detected at an early stage. The financial controls are reviewed annually.

FINANCIAL REVIEW

In line with the Board's strategic plan and investment policy, 2019 resulted in a planned deficit amounting to £501,202 (2018 - £574,574).

Income from unrestricted resources for the year amounted to £468,647 (2018 - £322,093) whilst total unrestricted resources expended amounted to £893,173 (2018 - £743,871).

As detailed elsewhere in this report, grants awarded in the year totalled £330,999 including transfers to restricted funds amounting to £97,000 (2018 - total of grants including transfers £303,426).

Income in respect of restricted resources amounted to £345,751 (2018 - £221,000) and expenditure amounted to £422,527 (2018 - £373,796), plus transfers from unrestricted funds of £97,000, less transfers to unrestricted funds of £10,445.

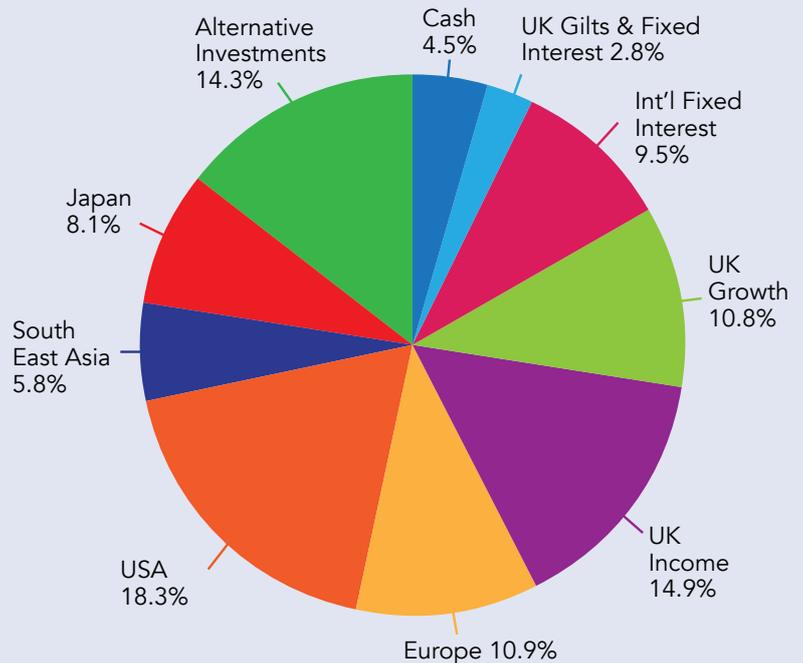
Investment performance is dealt with later in the report, however, the total realised and unrealised losses amounted to £1,689,203 gain (2018 - £1,311,245 loss) for the year. This has resulted in the value of investments under management increasing to £14,959,369 (2018 - £13,567,775).

Overall net assets stand at £15,092,888 (2018 - £13,904,887).

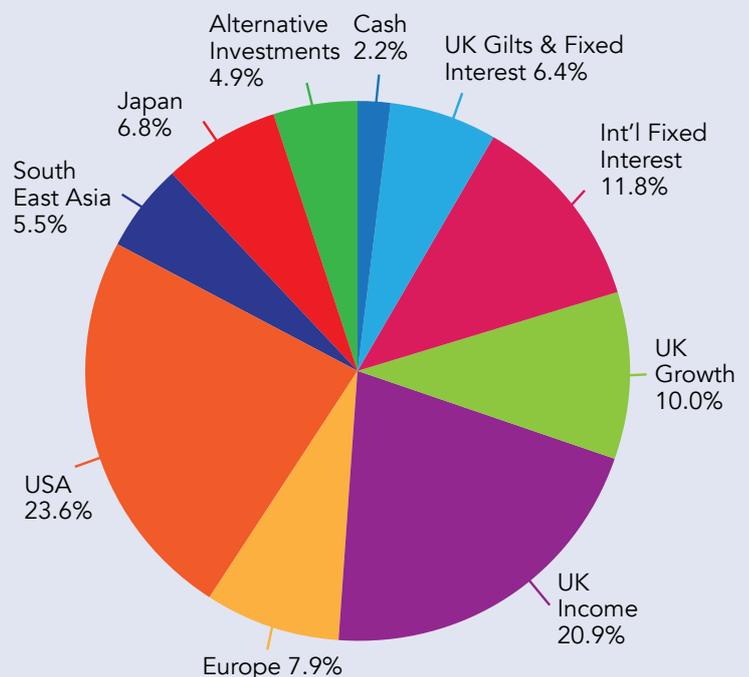
RESERVES POLICY

The Council annually reviews the level of the Board's reserves available to meet the ongoing ability to finance administrative costs, services to Constituent members and grants. In order to determine and monitor the appropriate level of reserves, the Board assesses likely future demand for grants and services against income expectation. Council, when determining the financial forecasts, considers the appropriate level of reserves. Notwithstanding the reduction in value of its investments the Board takes the view that the investments held are adequate to generate funds to sustain the current levels of demand increasing in line with the retail price index.

Asset Allocation December 2018



Asset Allocation December 2019



INCOME

Donations and Legacies

Whilst the Board does not actively fundraise amongst the public, it is always extremely grateful for any donations and legacies, which are fully utilised in support of its objects. During 2019 a total of £2,282 (2018 - £1,797) was received in donations and legacy income of £137,697 was received (2018 - Nil). The Board does not work with any commercial participants.

Government Contracts & Grants

The Board does not receive grants or seek contracts from central or local government.

Investment Income and Policy

The Board annually provides its investment managers, Bordier & Cie (UK) PLC, with an investment policy. Their costs are based on the number of transactions each quarter together with fees charged for the management of the investment portfolio. Total costs amounted to £49,327 (2018 - £52,555).

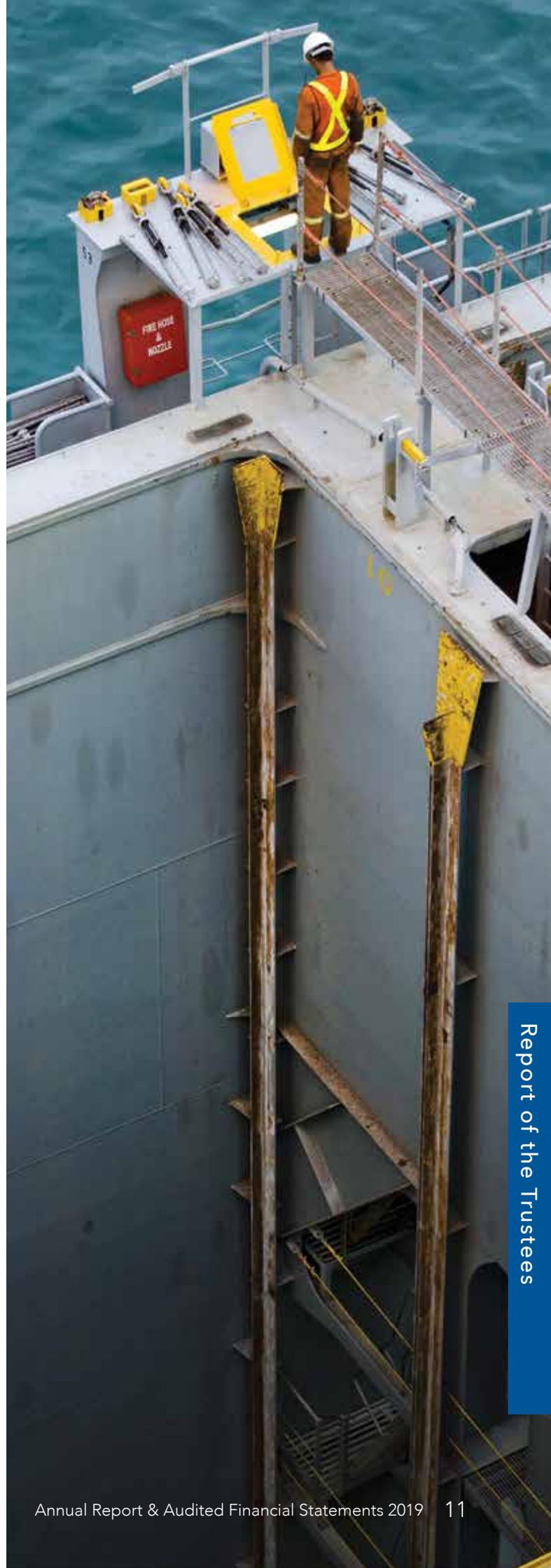
The Board utilises benchmarks to monitor investment performance and reviews investment returns on a quarterly basis.

The primary source of income is from investments and since 2007 a targeted 6% total return has been a key part of the policy. The Board accepts this is a risk strategy intended to provide greater return. Whilst this continues to be maintained, it is reviewed annually and can be revised at any time in light of needs and changing circumstances. A recent review indicates that the number of older seafarers and their dependants are expected to decline slower than last researched but will still accelerate over the next 15 years or so. As a counter balance there is evidence that the needs of those receiving support are increasing and beneficiaries are living longer. At the same time there remains an ongoing need to support port based welfare services for working seafarers.

The Asset Allocation as at 31st December was as illustrated (left):

Social Investment Policy

The Board's investment policy is implemented through the use of collective investment funds rather than, for example, individual company shares. Given the diversified nature of underlying investments the Board has not imposed any specific ethical or geographical restrictions with regard to investment but expects the spirit and objectives of the United Nations-backed Principles for Responsible Investment (PRI) guidelines to be observed by the underlying investment fund managers. These Principles look to encompass environmental, social and corporate governance matters into firms' investment and decision-making





processes. The Board's Investment Manager, Bordier & Cie (UK) PLC, has confirmed that it considers the spirit and objectives of the PRI guidelines to have been observed by all the underlying investment managers.

Grants Added Back

Some grants were not fully expended and a total of £5,493 was added back into the Board's funds (2018 - £13,401).

Restricted Funds

The Board maintained restricted funds for support programmes and projects, which are covered elsewhere in the report. These are as follows:

- Vehicle Replacement Programme Fund
- MN Medal Fund
- Seafarer Support
- ISWAN International Port Welfare Partnership Programme
- Seafarers' Centre Support Project

EXPENDITURE

Staff

The Board employs nine full time members of staff directly. The Board remains under contract to the International Seafarers' Welfare Assistants Network (ISWAN) for the IPWP programme for a period of 3 years and, subject to satisfactory annual reviews, is scheduled to terminate in 2020.

Pensions

In line with legislation set down by the Pensions Regulator all members of staff are entitled to enter a contributory group personal pension plan provided by the Board after 3 months' service, and all those currently employed are included (staff aged between 21 and 65 are automatically enrolled as required under pensions legislation). Following a satisfactory probationary period, normally 6 months, all new full-time staff members are offered a contract which allows them to receive an enhanced employer's contribution, conditional upon them also making an agreed increased minimum contribution.

Offices

The Board has a 10-year repairing lease for its offices at 8 Cumberland Place, Southampton, SO15 2BH which commenced in December 2010. A mid-term review took place as at 2nd December 2015 and a new rental amount was agreed for the remaining five years. These premises adequately meet the Board's needs for now and the short term. The current lease is due to terminate on 30th November 2020.

Professional fees

The Board incurred professional fees in 2019 for audit and accountancy purposes.

Auditors and the Appointment of Auditors

The Board is required to have its accounts audited annually. Under the Articles of Association, the Council is responsible for appointing the auditor. The Board appointed James Cowper Kreston as auditors.

Accountancy fees

The Board's accounts administration is undertaken by Winchester Bourne Ltd, for which it pays a fee. The Board would, once more, like to place on record its gratitude to the long-standing Accounts Manager, Mrs Jane Roberts, for all her efforts and assistance.

Membership of Organisations

The Board is a subscribing member of the following charitable organisations:

- Maritime Charities Group (MCG)
- International Seafarers' Welfare and Assistance Network (ISWAN)
- National Council for Voluntary Organisations (NCVO)
- The Association of Charitable Organisations (formerly - Association of Charity Officers) (ACO)
- Confederation of Service Charities (COBSEO)

Achievements, Performance & Impact

GRANTS

Whilst the Board's main priority is that of providing support services to its Constituents, PWCs and working groups, its secondary priority is to provide capital grants. The amount available for this purpose is based on the overall return from the investment portfolio after deducting revenue costs and services to Constituents. In 2019 an overall sum of £330,999 was awarded in capital grants (2018 - £303,426). Before allocating grants Council reviews the quality of each application and the impact that this would have on the maritime community. In some cases, it will endeavour to share a grant with other organisations. Under its Small Grants Programme, the Board has authorised the Chairman and Chief Executive to allocate individual grants of up to £5,000 throughout the year, up to a total annual limit of £50,000.

Grants Awarded

■ Annual National Service to Seafarers: annual contribution (tbc)	£2,500
■ Care Ashore: improve living conditions	£40,000
■ Care Ashore: independent safeguarding investigation	£4,995
■ Care Ashore: security upgrade (VAT element from 2018 allocated grant)	£1,373
■ Cobhair Bharraigh: privacy matters	£5,000
■ Fishermen's Mission: Fishermen's Hub at Amble Harbour	£4,912
■ Invergordon Church of Scotland: hall renovation	£5,000
■ Maritime Charities Group: annual contribution	£10,000
■ Mediterranean Mission to Seafarers: refurbishment of Gibraltar centre	£10,408
■ Merchant Navy Day Annual Service: annual contribution	£500
■ Merchant Navy Honours Consultative Committee: annual contribution	£100
■ Mission to Seafarers, Falmouth: refurbishment of Flaminia Summerhouse	£2,004
■ Mission to Seafarers, Fowey: improvement of centre	£7,800
■ Mission to Seafarers, Warrenpoint: fitting out of seafarers' centre	£5,000
■ Nautilus Welfare Fund: refurbishment of bathroom/hair salon	£8,500
■ Port of Bristol Seafarers' Centre: portacabin	£5,000
■ Port of Bristol Seafarers' Centre: update of Portbury seafarers' centre	£24,175
■ PWC Promotional Fund & Emergency Recreational Fund	£5,000
■ QVSR: refurbishment of bathroom	£13,326
■ QVSR: CCTV extension	£2,800
■ Sailors' Society: Portland Seafarer Space	£2,300
■ Seamen's Christian Friend Society: PPE equipment for Ship Visitors	£2,700
■ Sir Gabriel Wood's Mariners' Home: emergency fire alarm	£45,838
■ The Aged Merchant Seamen's Homes: fitting out & equipping new community room	£4,868
■ Tilbury seafarers' centre kitchen refurbishment (via QVSR)	£15,000
■ Tilbury seafarers' centre CCTV & IT upgrade (via QVSR)	£4,900

Grants to Joint Projects Managed by MNWB

Transfers from unrestricted to restricted funds were also made in the year in respect of the following:

- MNWB Vehicle Replacement Programme: annual contribution - £47,000 (2018 - £47,000)
- MNWB Seafarer Support Partner Programme – Nil (2018 - £40,000)
- MNWB IPWP Partner Programme: annual contribution - £50,000 (until June 2021) (2018 - £50,000)

Total of grants awarded to jointly funded projects in 2019 was £97,000 (2018 - £137,000)

Total sum of grants awarded in 2019 was £330,999 (2018 - £303,426)



Two Filipino fishermen from the Amble fishing vessel "Fidelity" helped open the new Fishermen's Hub at Amble Harbour in Northumberland



Sailors' Society Port Chaplains Jonathan Martin and Jonathan Bayliff outside the new seafarers' centre in Portland



Members of the Seamen's Christian Friend Society Solent Ship Visiting Team; Mr Peter Wells, Mr Pete Cook, Mr John Budd and Mr Chris Hanna wearing personal protection equipment purchased with the help of an MNWB grant

Projects

Evaluation Studies & Support of Seafarers' Centres

Over the years the Board has conducted evaluations and/or feasibility studies of many ports and various seafarers' welfare facilities, mainly seafarers' centres, on behalf of the maritime sector. This helps promote the most effective and highest standards of welfare services for both serving and retired seafarers within the UK and Gibraltar. In 2019, the Board organised operational evaluations of the three major joint centres located in the busy ports of Felixstowe, Bristol and Immingham.

ISWAN's International Port Welfare Partnership Programme (IPWP)



The Board is a world leader in the formation and co-ordination of welfare boards under the auspices of ILO MLC, 2006 and shares its expertise through the ISWAN IPWP project. This innovative programme continued to expand throughout 2019 due to the establishment of new PWCs in Durban and Richards Bay, South Africa and Delta Ports Warri, Nigeria. It has also seen numerous committees formed with minimal support from the IPWP team. The most remarkable example of this has been Australia, which started with PWCs in Gladstone and Brisbane during a 5-day visit by IPWP in the pilot phase (2015) and now has PWCs in 13 ports around the country.

The IPWP continues to grow with 445 'expressions of interest' to participate in the programme from 164 ports in 75 countries. During the latter part of 2019, ISWAN gained additional support from TK Foundation, Seafarers UK and MNWB to fund an extension of the programme for a further 4 months until the end date of June 2020. This will enable the IPWP software platform to be tested and launched, as well as to develop a plan for the programme going forward.

In March the IPWP team attended and co-sponsored NAMMA's seminar *"Seafarers' Welfare in the Caribbean 2019"* in Tampa, Florida. This event provided the ideal opportunity to deliver training and resources for chaplains from across the US and Caribbean region. Durban went on to become the first South African port to form a Port Welfare Committee as part of the IPWP programme in May 2019. Miss Sharon Coveney and Mr Tom Holmer, who is employed under contract to assist with the programme, visited Durban to support the establishment of a PWC. A high-profile launch event

was held which included a presentation from the team and was addressed by the Deputy Mayor and South African Port Authority. Furthermore, as part of the Durban visit, the IPWP team and the IPWP Kenya Ambassador Revd. Moses Muli, held a pilot Ambassador training workshop for representatives from major ports within South Africa and other African countries. The successful workshop led to a high-profile IPWP PWC launch event in Richards Bay, South Africa on 29 August 2019. The event included presentations from the IPWP Ambassador, Mr Peter Cottrell, who had worked closely with the team to help establish the Durban PWC.

Whenever and wherever possible, the IPWP works in partnership with other maritime organisations and their events to ensure cost and manpower effectiveness. Supportively, Mr Alex Campbell (MNWB Trustee and Chairman of the London & South East Port Welfare Committee) attended the ICMA World Conference 2019 in Kaohsiung, Taiwan and supervised an IPWP workshop entitled *"How seafarers' ministries work together to establish Port Welfare Committees"*. The IPWP team joined ISWAN in Mumbai for their AGM, members' meeting and seminar where they facilitated a workshop entitled *"Port Welfare*



Miss Sharon Coveney, Deputy Chief Executive and IPWP Project Manager, and Capt Abdul Aziz Abdullah, Secretary General of the Association of Malaysia's Maritime Professionals attend the 2019 ISWAN seminar in Mumbai



Mrs Linda Zama, Advisor to the Premier KZN Provincial Government, Deputy Mayor Councillor, Fawzia Peer, Miss Sharon Coveney, Deputy Chief Executive and IPWP Project Manager, and Mr Peter Cottrell, Chair, Durban Seafarers Mission attend the high profile inauguration of the Durban Port Welfare Committee

Committees - can they be an Indian success story?" to key representatives from the Indian maritime community. These conferences have played a vital role in gaining recognition of the programme from various individuals and organisations involved in seafarers' welfare across the globe.

The IPWP team looks forward to the dissemination of its **'Organisation and Operation of a Port Welfare Committee'** online training course, which is due to go "live" on NAMMA's MARE training website at the beginning of 2020. Produced by Dr Jason Zuidema (ICMA) and the MNWB/IPWP team, in conjunction with the Southern PWC and supported by ABP, Southampton, the innovative course has been designed to support the development of PWC's, around the world as part of the IPWP programme.

Sea Shed Digital Inclusion Pilot Project

The highly successful 'Sea-Shed Digital' pilot project was formally concluded on 11th January 2019. The project involved members of the retired seafarer community forming a group that meets regularly at the Aberdeen Seafarers' Centre to take advantage of bespoke, mobile IT equipment and broadband provided by the Board. Initiated by the local Port Chaplain, the project focused on using information technology to better connect with friends, family and the local

community in order to help address issues of loneliness and isolation. The project proved so successful that the group continued to meet throughout 2019 and have offered to share their positive experience with other centres. Consequently, the Board has informed other seafarers' centres around the country and wishes to place on record its thanks to Port Chaplain, Revd. Howard Drysdale and the Aberdeen Seafarers' Centre team for their proactive support for the project.

Port Levy Project

The innovative Tyne port levy scheme consists of a partnership between the Port of Tyne, the MNWB and the Tyne PWC. The scheme has been raising funds to support the cost of port based, multi-agency welfare services on the Tyne since January 2016. The Port of Tyne generously matches 50p for every £1 collected through the levy scheme from vessels visiting the port. The fund is distributed biannually to the three societies delivering welfare services on the Tyne. Funds totalling £14,250 were raised in 2019 and shared between the Mission to Seafarers, Fishermen's Mission and Apostleship of the Sea. The fund also retains a contingency fund of £5,000. The Board encourages ports without levy schemes to adopt the Tyne model.

Port Based Welfare: Vehicle Replacement Programme (VRP)

Jointly funded by MNWB, ITF Seafarers' Trust, Seafarers UK and Trinity House, the Vehicle Replacement Programme (VRP) is an equal partnership project managed by the Board. During 2019, the VRP fund paid out just over £180,000 in grants to purchase 13 new port welfare vehicles. These vehicles directly support the delivery of seafarers' welfare services to ports and their local communities in the UK, Gibraltar and the Falkland Islands. The VRP project is of



Supt. Colin MacKay and two fishermen with their new vehicle in Scrabster, provided through the Vehicle Replacement Programme

immense benefit to seafarers and welfare organisations alike. The vehicles are constantly used for ship visits (many seafarers are unable to proceed ashore during their limited time in port), trips to the dentist or doctor, hospital visits and provide transport to and from seafarers' centres.

MiFi Pilot Project

The innovative and exciting MiFi pilot project is funded entirely by ITF Seafarers' Trust and managed by the Board. Launched in May 2019, the project has supplied 60 MiFi devices (mobile internet hotspots) to welfare personnel spread across the UK in order to provide seafarers onboard ships with strong secure Wi-Fi connections. The participating societies are Aberdeen Seafarers' Centre, Apostleship of the Sea, Fishermen's Mission, Liverpool Seafarers' Centre, The Mission to Seafarers, QVSR, Sailors' Society and the Seamen's Christian Friend Society. Nominated at the Smart4Sea Annual Awards 2020 in their "connectivity" category, the project has proved hugely popular with seafarers and ship visitors, particularly when supporting crew members of detained or arrested vessels.

Supporting Seafarers' Centres Pilot Project

Assisted by HR personnel from Mission to Seafarers and Sailors' Society, the Board held two rounds of interviews but was unable to recruit a suitable person to lead on a pilot project that aimed at providing additional support to seafarers' centres. Notwithstanding, the Board organised an independent operational evaluation of each of the major joint centres for consideration by centre trustees and staff alike. The Board wishes to record its thanks to the three societies, the joint centre staff and Mrs Susan Newcombe for their involvement in the reviews. The current project will not proceed as planned, however, the Board will continue to investigate the best ways of supporting relevant UK centres in the future.



Chief Officer, Sergei from the Hav Grouper with one of the MiFi units which he used along with his fellow Russian crew mates who were all able to enjoy 11GB of internet while in port overnight at Montrose

PUBLICATIONS

The Board, on behalf of its Constituents, publishes, distributes and regularly reviews the following publications, which are also included on the Board's website:

Port Information Leaflets: the Board now has a catalogue of 41 Port Information Leaflets covering ports across the UK and Gibraltar. In 2019, the Board created 5 new leaflets for ports that had not previously provided visiting seafarers with welfare information. All leaflets are produced and reviewed with the assistance and input of the local Port Welfare Committee (PWC) to ensure each one accurately reflects the facilities and services on offer to seafarers visiting their ports. Leaflets include contact information on welfare organisations that operate in the area, local shops and facilities, places of interest and worship. Produced in hard copy and digitally available on the Board's website, the leaflets are entirely funded by the Board. On request, the Board printed and delivered

SEAFARERS' PORT INFORMATION LEAFLET

LONDON TILBURY WELCOMES ALL SEAFARERS

SEAFARERS' CENTRE FACILITIES

Manned opening hours 13:30 - 21:30
(The lounge, toilets & outdoor recreation area are all accessible 24 hours a day)

Sim cards & Top-ups • Wi-Fi • TV Lounges
• Chapel • Shop • Bar • Light Refreshments
• Books • Clothing • Pool table • Outdoor Recreational Area inc. basketball court, 5-a-side football pitch, table tennis and putting green.

SEAFARERS' TELEPHONE HELPLINES

SeafarersHelp...the lifeline for seafarers (800AN)
www.seafarershelp.org (All Seafarers) (+44) 20 7323 2737
Seafarer Support Referral Helpline
www.seafarerssupport.org (UK Seafarers only) 0800 121 4765

SHIP WELFARE VISITING ORGANISATIONS

Apostleship of the Sea Port Chaplain	07963 199 624
German Seaman's Mission Queen Victoria Seaman's Rest Port Chaplain	07958 005 124
Sailors' Society Port Chaplain	07817 767 799
The Mission to Seafarers Port Chaplain	0207 248 5202
RMT	0207 387 4771
NAUTISUK Nauticus International	0208 999 8677
ITF Inspector (Tilbury) ITF HQ	07949 246 218 0207 403 2733

SEAFARERS' CENTRE FACILITIES

Manned opening hours 13:30 - 21:30
(The lounge, toilets & outdoor recreation area are all accessible 24 hours a day)

Sim cards & Top-ups • Wi-Fi • TV Lounges
• Chapel • Shop • Bar • Light Refreshments
• Books • Clothing • Pool table • Outdoor Recreational Area inc. basketball court, 5-a-side football pitch, table tennis and putting green.

PORT TRANSPORT

Free minibus pick-ups to the Seafarers Centre from 14.30 daily +44 (0) 1375 940 454

PORT OFFICE & SECURITY

Port Office (Duty Harbour Master) 01375 942 456
Police Station 01375 946 781

LOCAL PORT HEALTH AUTHORITY

London Port Health (office hours) 01375 942 603
Emergency Duty Officer 07050 389 861

MARITIME AND COASTGUARD AGENCY UK

info@mcga.gov.uk

26,000 leaflets in 2019. Hard copies remain highly valued sources of information for visiting seafarers and help ports, centres and ship visiting organisations communicate more effectively.

Remembering those left behind: this booklet provides advice for both those seeking to make funeral plans before their death and for people who are faced with making the funeral arrangements for a friend or loved one.

TRAINING COURSES

The Board held a record number of 18 'trainer led' and numerous E-Learning courses in 2019. There were over 300 participants from 15 maritime organisations that attended courses in Southampton and at other venues across the United Kingdom. The Board remains committed to providing training courses for its Constituent and Port Welfare Committee members. The Board provided courses on the following:

Equality & Diversity (x5)

Advanced Safeguarding (x7)

Caseworker (SSAFA)

Personal Safety at Work (E-Learning)

General Health, Safety and Environmental Awareness (E-Learning)

Managing Volunteers

Welfare Guidance Workshop

Mental Health & Bereavement Awareness

Managing Aggression (x2)

Ship Welfare Visiting (E-Learning)

All courses are organised on a 'subject to demand' basis and a new course booking system has been automated on the Board's new website.

WORKING GROUPS

Both the Serving Seafarers and Older Seafarers & Families Working Groups met twice in 2019. Working groups provide Constituent members with an opportunity to work together on issues affecting seafarers and the maritime welfare providers. These collaborative groups share information of common interest; monitor the impact of changes; make recommendations based on best practice; consider priorities, particularly in relation to funding arrangements and act as a coordinating lobbying force to make representation to maritime funding charities and other appropriate organisations.

ENVIRONMENT & CLIMATE CHANGE AWARENESS

The Board is aware of the need to act in an environmentally friendly manner and meet the challenges of climate change. To that end, although electric vehicles are not permitted on some port terminals, the Board encourages the adoption of electric or hybrid vehicles as part of the jointly funded Port Welfare Vehicles Replacement Programme. In order to reduce its carbon footprint, the Board also reduces overall travel by holding 'face to face' PWC meetings around the country in easily accessible and centralised locations. The Board encourages all its meetings to use technology and be paper free.





Members of the Gibraltar Seafarers' Welfare Board



Members of the Northern Ireland PWC



The North West PWC co-sponsored the Propeller Club's First Thursday networking event with the help of the PWC promotional grant. (pictured l-r: Mr Steven Jones (Propeller Club), Mr Viorel Raducanescu (Institute of Chartered Shipbrokers & PWC Vice Chair), Ms Sue Henney (KVH Media), Mr Alan Holmes (MCA), Mr Tommy Molloy (ITF/Nautilus) and Mr John Wilson (Liverpool Seafarers' Centre & PWC Chair). Photo courtesy of AI Disley Images.

COMMITTEE CHAIRMEN

Committee	Chair
Bristol	Mr G Strickland
Central & West Scotland	Mr S Bradley
East Anglia	Mr C Critoph
Falkland Islands PWB	Mr S Wallace
Gibraltar SWB	Capt. J Ferro MBE
Haven	Capt. J Coleman
Humber	Mr J Pass
London and South East	Mr A Campbell
Milford Haven	Capt. M Andrews
North & East Scotland	Mr D Kenwright
Northern Ireland	Mr P Hayes
North West	Mr J Wilson
South Wales	Mr E Watts MBE
Southern	Capt. M Phipps MBE
South West	Mr D Paul
Tees	Capt. J Drewitt MBE
Tyne	Mr S Clapperton

PORT WELFARE COMMITTEES (PWCs)

One of the many ways that the Board is able to “support the provision of quality welfare services for seafarers and their dependants” is through its welfare boards, otherwise known as PWCs. These extremely important committees cover ports throughout the United Kingdom and Gibraltar. The Board also supports the Falkland Islands’ Port Welfare Board. Committees represent the local maritime community and consist of members with a vested interest in seafarers’ welfare. PWCs are strategic partnerships whose role it is to review the provision of seafarers’ welfare locally, share expertise and make recommendations for changes and improvements. Each committee usually meets three times a year, with one meeting including an AGM.

The Board ensures that membership of its 15 UK PWCs and GSWB has, wherever possible, representatives of Government, Shipowners, Unions, Port Owners/ Authorities and Voluntary Societies so that seafarers’ welfare services can be deployed, reviewed and supported in the most effective manner. In 2019 there were 48 meetings in the UK and Gibraltar and a similar number is planned for 2020. Where appropriate, welfare programmes, projects and issues are communicated between PWCs, Working Groups and the Board. PWC membership is currently at an all-time high with 360 representatives from organisations that include the MCA, Border Force, local authorities, police, port authorities, port health, ship owners, the maritime training colleges, seafarers’ unions and the voluntary societies.



MNWB Chairman Capt. Andrew Cassels addresses delegates at the MNWB Port Welfare Conference

The Board awarded 24 Certificates of Commendation or Appreciation in 2019. These certificates are awarded to PWC members who have demonstrated a notable contribution to the provision and improvement of seafarers’ welfare.

PWC PROMOTIONAL GRANTS & EMERGENCY RECREATIONAL FUND FOR ABANDONED SEAFARERS & FISHERMEN

The Board sets aside an annual grant of up to £500 per PWC to promote seafarers’ welfare and raise the profile of the committee locally. In 2019, the North West PWC sponsored a very popular monthly maritime networking event hosted by the Propeller Club in Liverpool. Another grant was used in Gibraltar to support the Annual Seafarers’ Service held for the first time in the historic King’s Chapel. The Central & West Scotland PWC hosted another successful Afternoon Tea on-board the Tall Ship Glenlee, which was held on Merchant Navy Day. The latter event was open to the general public and the collaborative work of the PWC was recognised on local radio. The Board would like to record its sincere thanks to all those PWC members who organised events throughout the year.

UK PORT WELFARE CONFERENCE

The Board held its inaugural ‘UK Port Welfare’ Conference in Southampton on 4th - 6th September. Attended by over 80 delegates, the conference focused on the provision of front-line welfare services for seafarers in UK ports. Attendees included the Heads of Societies, the MCA, PWC Chairmen/ members, port chaplains, seafarers’ centre managers and, for the first time, volunteers from around the country. Items on the agenda included modern slavery, mental health and wellbeing, understanding the culture of Chinese seafarers, as well as updates on MNWB projects. Feedback on the conference was extremely positive and a full report on the conference was circulated afterwards.

SOCIAL MEDIA

The Board is a relative newcomer to the social media arena and its profile has continued to grow throughout the year. The amount of people liking the MNWB Facebook page has more than doubled since last year whilst Twitter has seen a dramatic increase in followers from 106 (October 2018) to 733 (December 2019). The aim of the Board's social media channels is to improve outreach and proactively promote the work of its Constituent members along with Seafarer Support and the IPWP programmes. All three have their own pages on Facebook and Twitter with MNWB also on Instagram.

WELFARE SUPPORT

The Board is often contacted directly by seafarers and their families in need of support or by external agencies that work on their behalf. Contact is made through either the Seafarer Support service or directly to the Board. The Board acts as the 'clearing house' for those Merchant Navy/Fishing Fleet personnel seeking financial assistance from other maritime charities. Other than in an emergency, the Board does not directly provide grants to individuals, however, the Board does arrange home visits by trained caseworkers to review all applications before directing them on to the most appropriate sources of help. During 2019, the Board's welfare team helped individuals in need secure grants from our maritime charity partners totalling over £100,000.

Caseworker Home Visits & Sea Searches

The Board arranges home visits by trained caseworkers on behalf of its Constituent member organisations. A mutually agreed caseworker home visit is deemed important because it helps assess those in need on a 'face to face' basis. Caseworkers are able to help clients complete the necessary application form required to facilitate further support. This usually involves financial assistance but could also entail social intervention such as registering the individual with a local befriending service. The vast majority of caseworker visits are undertaken by SSAFA and during 2019 the Board arranged a total of 163 caseworker home visits. The Shipwrecked Mariners' Society also works in collaboration with the Board and arranges their caseworker visits directly with SSAFA.

In order to qualify for grants from the maritime charities sector it is necessary for seafarers to prove their sea service. Seafarers are issued a Seaman's Discharge Book, which has a record of all the ships and dates they sailed on. As proof of service is required to apply for funding from the maritime funding charities, the Board can assist by financing a search of the National Archives so that caseworkers can be provided with a duplicated copy of the seafarer's original discharge book. After 1972, when a new Merchant Shipping Act came into force, replacement

Discharge Books were provided, however, duplicates are no longer produced. The Board arranges Sea Searches on behalf of SSAFA, Royal British Legion and Blind Veterans UK, amongst others. In addition to supporting Shipwrecked Mariners' Society, the Board organised and funded 112 sea searches that helped secure assistance for seafarers and their dependents.

Welfare and Emergency Fund

An MNWB emergency fund has been established for small grants, normally up to £150. This grant can be awarded in cases where an eligible vulnerable client has been identified, normally by a caseworker, as having no visible means of support. This enables them, normally through a voucher, to purchase some bare necessities whilst their application for assistance is being processed. In 2019, six such grants were awarded.



Seafarer Support

Seafarer Support is a multi-channel but primarily online welfare referral service that is operated and managed by the Board on behalf of all the UK maritime charities. In 2019, Seafarer Support received financial funding from the Board and Trinity House. Seafarer Support helped generate 'grants to individuals' for clients of over £100,000 from our maritime grant funding partners; Shipwrecked Mariners' Society, Seafarers Hospital Society, Nautilus Welfare Fund, Guild of Benevolence, The Honourable Company of Master Mariners, Tyne Mariners' Benevolent Fund and Sailors' Children's Society. Numerous other support services would also have been supplied to clients by the maritime charities via the online search engine, which enables potential clients to search the Seafarer Support website www.seafarersupport.org

The website search facility is also called the "Maritime Charities Welfare Guide" and users can quickly search the 140 different maritime charity organisations that cover over 35 different welfare categories, to find the charity or charities best suited to meet their needs. Seafarer Support is the only 'single' or central point of contact online search facility that represents the entire maritime charity sector albeit the emergence of the Veterans' Gateway service now covers RN and has created overlap. Notwithstanding, the service remains the single point of contact for the MN/FF community who also greatly benefit from many RN charities and

is the top unpaid 'Seafarer Support' search result on the Google search engine. The Board has continued to actively promote the service on social media with a focus on improving its presence on Facebook and Twitter. The plan to launch a professional social media programme to improve the outreach of all maritime charities, particularly the MN/FF sector, is currently under review. The current profile has highlighted the benefits of the referral service, including the total amount of grants that have been generated for beneficiaries each month along with anonymised case studies. During this past year, online search statistics have involved a total of 16,082 personnel – comprised of 8,431 Merchant Navy, 4,727 Royal Navy, 1,095 Royal Marines and 1,829 Fishers. The most searched for welfare categories in 2019 were Sheltered Housing, Grants for Individuals, Welfare Advice, Emergency Grants and Disability Support. The project started in 2009 with 815 "Unique Visitors" to the website. In 2019 Seafarer Support had 17,215 unique visitors with a monthly average of 1,435. With the government

austerity measures dramatically affecting the people who need support the most, online services such as Seafarer Support provide a vital lifeline for seafarers and their families in need.

'Outreach Awareness Events'

During 2019, the Seafarer Support exhibition stand appeared at 'The Gathering' of Scottish charities in Glasgow in February. In November, Mrs Helen van Gass (Acting Welfare & Training Manager) and Miss Roxanne Le Voguer (Communications Administrator) joined 30 organisations at the one-day Compass Fair in London. The event is attended by Social Workers and other care professionals from around the country and provides a unique opportunity to raise awareness of the maritime charities. The Board has received numerous leads from local Social Workers and care professionals who come into contact with ex MN and fishing personnel.



Mrs Helen van Gass, MNWB Acting Welfare & Training Manager and Miss Roxanne Le Voguer, Communications Administrator raising awareness of the maritime charities at Compass Jobs Fair in London

External Partnerships & Collaborations



Cadets from Warsash Maritime Academy representing the Merchant Navy at the Royal British Legion's Festival of Remembrance at the Royal Albert Hall, pictured from l-r Gabriel Verne, Serena Fleming, Rosamund Staples, Mohammad Heikel Edwards and Muhammad Tamimy

FESTIVAL OF REMEMBRANCE

Once again, the Board worked with the Royal British Legion to organise and fund Merchant Navy representation at the high profile, annual Festival of Remembrance event at the Royal Albert Hall. The Board arranged for five cadets from Warsash Maritime Academy and five British serving personnel from Princess Cruises, Seabourn Cruises and Holland America Line to represent the Merchant Navy. Capt. Paul Slight, Princess Cruises, who participated in 'the muster' commented, *"It was an absolute privilege to be able to attend, so I thank you for the opportunity. It really was a very humbling experience and one that I will remember forever."* Mr Bobby Martin, HR Officer, Seabourn Cruises added, *"Thank you for allowing me the privilege of representing the Merchant Navy. It was an awesome yet emotional experience and one I would encourage others to undertake if the opportunity arose."* The prestigious event was covered by the BBC and attended by the Board's Chief Executive.

MERCHANT NAVY FUND

The Board is not an active fundraiser but works in close partnership with Seafarers UK to promote the 'Merchant Navy Fund' (MNF). The Board provides its unique knowledge and understanding of the Merchant Navy and Seafarers UK utilises its fundraising expertise. Whilst the Fund is administered by Seafarers UK, the Board normally meets half the costs and contributed £9,000 in 2019. This initiative is intended to raise money from MN associated personnel and their families specifically to support those with a MN background. In 2020 it is intended to link the MNF with the successful 'Fly the Red Ensign' campaign.

MERCHANT NAVY HONOURS CONSULTATIVE COMMITTEE

The Board administers the Merchant Navy Honours Consultative Committee (MNHCC) on behalf of the UK maritime industry. The committee, formally known as the Merchant Navy Medal Committee, meets by agreement with the Department of Transport and acts in an advisory capacity. The MNHCC can recommend awards to persons from the maritime industry that include higher honours and medals for acts of courage. The Board operates the Merchant Navy Medal website www.merchantnavymedal.org and will continue to provide the Committee secretary and administer the MNM restricted fund.

The Merchant Navy Medal for Meritorious Service for 2019 was awarded by HRH The Princess Royal at a ceremony at Trinity House, London on 6th November 2019. Recipients of the awards were as follows:

- **Captain John William Bennett**, for services to the welfare and safety of seafarers
- **Captain Ian Chapman**, for services to the careers of young seafarers and a maritime charity
- **Captain Fran Collins**, for services to the marine passenger sector
- **Mr Michael Davies**, for services to the maritime industry
- **Chief Engineer Officer Philip Dick**, for services to the maritime industry
- **Captain Rachel Dunn**, for services to the careers of young seafarers
- **Captain Matthew Easton**, for services to the maritime industry and the careers of young seafarers
- **Captain Nigel Hope**, for services to a maritime charity
- **Mr John Howard**, for services to the jack-up barge sector
- **Captain Adrian McCourt**, for services to maritime safety
- **Captain Angus McDonald**, for services to the safety of seafarers and to the maritime industry
- **Captain John Mark Meade**, for services to the workboat sector
- **Captain Sunil Kumar Menon**, for services to maritime safety
- **Mr Andrew Parker**, for services to the maritime industry and a maritime charity
- **Mr Alain Reynier**, for services to the careers of young seafarers and seafarer welfare
- **Captain Kevin Slade**, for services to seafarer training and a maritime charity
- **Commodore David Smith**, for services to maritime training and the careers of young seafarers
- **Captain Jessica Tyson**, for services to the careers of young seafarers and women in maritime
- **Captain David Wheal**, for services to maritime safety
- **Mr Michael Willis**, for services to seafarer employment, training and the careers of young seafarers

ANNUAL AWARD FOR SERVICES TO SEAFARERS' WELFARE 2019

This year the MNWB Annual Award for Services to Seafarers' Welfare was awarded to Revd. Peter Paine, a dedicated and active Port Chaplain in Great Yarmouth. Peter was instrumental in providing support to the crew of the Indian flagged Merchant Navy vessel 'Malaviya Twenty', which was detained in Great Yarmouth in June 2016. During the two years and three months that the ship was detained, Peter became the focal point between the various organisations providing aid and ensured that the crew received every assistance available, including spiritual, emotional and financial support. Following the release of the 'Malaviya Twenty' and the repatriation of the crew, Peter dedicated a considerable amount of his time and effort into organising and hosting a 'de-briefing meeting' between local maritime stakeholders and welfare organisations in an effort to collaboratively formulate a process to follow, should a similar situation occur in the future. Elected Vice Chairman in 2006, and then Chairman of the PWC in 2008, Peter has also shown outstanding dedication and commitment to the Board's East Anglia Port Welfare Committee.



Photo courtesy of Mark Dalton



Capt. Matthew Easton, Chairman of the Merchant Navy Honours Consultative Committee receives his medal from The Princess Royal. Photo courtesy of Mark Dalton



Rev'd Peter Paine receives his award from MNWB Chairman Capt. Andrew Cassels and Chief Executive Mr Peter Tomlin



Future Strategy

MAJOR NEW & FUTURE OBJECTIVES

- Where practicable, make all meetings paper free
- Investigate ways of better supporting UK seafarers' centres
- Rebuild Seafarer Support software platform
- Test, launch and populate ISWAN IPWP programme software platform
- Conduct a social media awareness campaign to increase maritime charity outreach
- Conclude and report on the collaborative ship welfare visitor MiFi pilot project
- Organise a Constituent members conference
- Visit and assist the Falkland Islands' Port Welfare Board
- Conduct a MNWB strategic review

Whilst much information about ongoing efforts is contained within the main body of the report, the Board reviews its future strategy annually, whilst also reviewing the progress and achievements from the previous year. The list of key objectives set down in the 2019/20 review is as follows:

Completed objectives

- Conclude the Aberdeen Seafarers' Centre digital inclusion pilot project
- Review jointly owned UK seafarers' centres
- Launch new MNWB website
- Update training course online booking and evaluation processes
- Update Managing Volunteers & Substance Abuse training courses
- Produce Equality & Diversity Training Course
- Update MNWB grant application process
- Investigate collaborative ship welfare visitor MiFi pilot project
- Organise expanded UK Port Welfare Conference

Ongoing objectives

- Promote awareness of the maritime charity sector
- Support the Constituent members as appropriate
- Support and maintain the 15 UK Port Welfare Committees, Gibraltar Seafarers' Welfare Board and support of the Falkland Islands' Port Welfare Board
- Review the need for additional Port Welfare Committees in the UK and overseas Dependencies
- Monitor the impact of ILO's Maritime Labour Convention (2006)
- Provide training packages
- Manage and maintain the Vehicle Replacement Programme Fund
- Publish, revise, reprint and distribute Port Information leaflets
- Maintain and update the Seafarer Support and Maritime Charities Welfare Guide
- Act as a clearing house for applications for help and arrange caseworker home visits to clients
- Support and encourage home visits by trained caseworkers
- Publish a 'ready reference' survey of all charities making grants to individuals
- Provide evaluation and feasibility studies where appropriate
- Manage a collaborative project to endeavour to secure improved funding from port levies
- Review with appropriate Constituents the changes in seafarers' communications and IT provision
- Encourage the establishment of more port levy or contribution schemes
- Review access to welfare provision and charitable assistance to professional luxury yacht crews
- Maintain and enhance the role of the Working Groups to review existing provision and future needs
- Alternate biennial conferences for Constituent and PWC members
- Continue partnership arrangement with Seafarers UK to raise money for the Merchant Navy Fund
- Administer the Merchant Navy Honours Consultative Committee, website and restricted fund
- Review the opportunities for charities to share 'back office' support
- Manage an international partnership project, on behalf of ISWAN

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Merchant Navy Welfare Board for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

The Trustees at the time when this Report of the Trustees is approved have confirmed that:

- so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. In 2018, the Board appointed James Cowper Kreston as their auditors. The re-appointment of auditors will be decided annually at a council meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:



A K Cassels
Chairman

REPORT OF THE INDEPENDENT AUDITORS

Opinion

We have audited the financial statements of Merchant Navy Welfare Board (the 'charity') for the year ended 31 December 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2019 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditors' report thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Report of the Trustees and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Louise Hallsworth FCA (Senior statutory auditor)

for and on behalf of

James Cowper Kreston

Chartered Accountants and Statutory Auditor

9th Floor
The White Building
1-4 Cumberland Place
Southampton
Hampshire
SO15 2NP

19th March 2020

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE
ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2019

	Unrestricted funds 2019	Restricted funds 2019	Total funds 2019	As restated Total funds 2018
	Note	£	£	£
Income from:				
Donations, legacies and grants	2	139,979	345,751	485,730
Investments	3	310,869	-	310,869
Other income	4	17,799	-	17,799
Total income		468,647	345,751	814,398
Expenditure on:				
Raising funds	5	49,327	-	49,327
Charitable activities:				
Support services to Constituent Members	6	92,996	422,427	515,423
Grants to support the work of Constituent Members	6	233,999	-	233,999
Grants unspent	6	(5,493)	-	(5,493)
Support to promote welfare activities	7	522,344	-	522,344
Total expenditure		893,173	422,427	1,315,600
Net gains / (losses) on investments		1,689,203	-	1,689,203
Transfers between funds	16	(86,555)	86,555	-
Net movement in funds		1,178,122	9,879	1,188,001
Reconciliation of funds:				
Total funds brought forward		13,562,447	342,440	13,904,887
Net movement in funds		1,178,122	9,879	1,188,001
Total funds carried forward		14,740,569	352,319	15,092,888

The notes on pages 35-47 form part of these financial statements.

BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible assets	11	5,298	15,308
Investments	12	14,959,369	13,567,775
		14,964,667	13,583,083
Current assets			
Debtors	13	24,214	19,525
Cash at bank and in hand		445,205	543,140
		469,419	562,665
Creditors: amounts falling due within one year	14	(341,198)	(240,861)
Net current assets		128,221	321,804
Total assets less current liabilities		15,092,888	13,904,887
Total net assets		15,092,888	13,904,887
Charity funds			
Restricted funds	16	352,319	342,440
Unrestricted funds	16	14,740,569	13,562,447
Total funds		15,092,888	13,904,887

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 19th March 2020 and signed on their behalf by:



Captain A K Cassels
Chairman of the Council



Mr G Lane
Member of the Council



P D Tomlin MBE
Chief Executive

The notes on pages 35-47 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
	£	£
Cash flows from operating activities		
Net cash used in operating activities	(706,413)	(815,750)
<hr/>		
Cash flows from investing activities		
Dividends and interest from investments	310,869	305,983
Purchase of tangible fixed assets	-	(10,759)
Realised (losses) / gains on the sale of investments	352,952	(46,259)
Proceeds from the sale of investments	4,944,355	3,787,770
Purchase of investments	(4,999,698)	(3,262,652)
<hr/>		
Net cash provided by investing activities	608,478	774,083
<hr/>		
Change in cash and cash equivalents in the year	(97,935)	(41,667)
Cash and cash equivalents at the beginning of the year	543,140	584,807
<hr/>		
Cash and cash equivalents at the end of the year	445,205	543,140
<hr/>		

The notes on pages 35-47 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity has elected to apply all amendments to FRS 102, as set out in the Financial Reporting Council's triennial review published in December 2017, and included in Update Bulletin 2 to the Charities SORP (FRS 102), prior to mandatory adoption for accounting periods beginning on or after 1 January 2019.

Merchant Navy Welfare Board meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost with the exception of investments which are included at fair value.

1.2 Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Fund accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and have not been designated for other purposes. Unrestricted funds represent funds retained to provide the working capital to enable the Trustees to carry out activities as a provider of services to Seafarers.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Going concern

The Trustees have considered the financial position of the Charity and believe it is currently a going concern. The COVID-19 outbreak has so far not had a material impact on this assessment and, based on their current knowledge, they do not expect it to do so going forward. Consequently, the financial statements have been prepared on a going concern basis.

Informing this view the Trustees have explicitly considered the potential impact of the COVID-19 virus. The Trustees have considered their grants payable commitments in the subsequent financial period and have sufficient funds available to meet these obligations. The Trustees do not expect the fall in the market value of their investments, detailed in the post balance sheet events note, to impact operations going forward in the short to medium term. The current total return policy of 6% will be regularly reviewed and amended as necessary. As such this will enable the Charity to continue to provide grants to their constituent members for the foreseeable future.

1.5 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Investment income is recognised when the dividends declared have been quantified by the funds to which they relate, which is usually the payment date.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy is to be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

1.6 Expenditure

Expenditure which does not directly relate to grant making is analysed between charitable support costs, governance costs and costs of generating funds. Items which involve more than one cost category are apportioned as appropriate to the cost categories involved.

Support costs are those costs incurred in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

- Fixtures and fittings - 10% on cost
- Computer equipment - 33% on cost

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Net gains/ (losses) on investments' in the Statement of Financial Activities.

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

1.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

MNWB has a Group Pension Plan & Group Stakeholder Pension Plan with Royal London.

2. Income from donations, legacies and grants

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Donations	2,282	-	2,282	1,797
Legacies	137,697	-	137,697	-
Grants	-	345,751	345,751	221,000
	139,979	345,751	485,730	222,797
Total 2018	1,797	221,000	222,797	

3. Investment income

	Unrestricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Quoted UK and Non-UK investments	309,003	309,003	304,954
UK Portfolio cash interest	1,866	1,866	1,029
	310,869	310,869	305,983

4. Other income

	Unrestricted funds 2019 £	Total funds 2019 £	As restated Total funds 2018 £
Rental of Car Park Spaces	3,312	3,312	5,136
Courses	3,198	3,198	2,759
Sundry income	11,289	11,289	6,418
	17,799	17,799	14,313

5. Raising Funds

	Unrestricted funds 2019 £	Total funds 2019 £	As restated Total funds 2018 £
Portfolio management fees	49,327	49,327	52,555

6. Support services to constituent members

	Unrestricted expenditure 2019 £	Restricted expenditure 2019 £	Total 2019 £	Total 2018 £
Vehicle Replacement Fund	-	194,319	194,319	151,734
MN Medal Fund	-	3,486	3,486	3,985
IPWP Programme	-	161,896	161,896	189,408
Emergency Grant Fund	-	-	-	349
Seafarer Support	-	40,067	40,067	27,855
Seafarers' Centre Support Project	-	4,090	4,090	465
MiFi Project	-	18,569	18,569	-
Caseworker costs	17,823	-	17,823	19,270
Training courses	27,717	-	27,717	15,435
Evaluation studies	-	-	-	483
Port welfare promotion	3,232	-	3,232	4,923
Merchant Navy Fund promotion contribution	13,445	-	13,445	2,166
Digital Inclusion Project	-	-	-	2,091
Annual Seafarers' Welfare Conference	30,779	-	30,779	28,099
	92,996	422,427	515,423	446,263
Grants to support the work of Constituent Members	233,999	-	233,999	166,426
Grants unspent	(5,493)	-	(5,493)	(13,401)
	321,502	422,427	743,929	599,288
Total 2018	225,492	373,796	599,288	

7. Support to promote welfare activities

	Management 2019 £	Governance 2019 £	Total 2019 £	As restated Total 2018 £
Office running costs	27,773	-	27,773	24,000
Staff recruitment	1,890	-	1,890	2,039
Staff life assurance and training	17,659	-	17,659	15,602
Subscriptions and publications	4,179	-	4,179	4,557
Other costs	83,086	-	83,086	86,793
Head office costs	-	13,570	13,570	10,877
Trustees' expenses	-	2,211	2,211	3,788
Trustees' meeting costs	-	2,320	2,320	2,083
Legal and Professional Fees	-	7,971	7,971	14,169
Accountancy	-	20,208	20,208	20,978
Auditors' remuneration	-	6,000	6,000	6,000
Wages and salaries	289,026	21,612	310,638	289,077
National insurance	31,613	-	31,613	27,937
Pension cost	41,100	-	41,100	37,190
Depreciation	10,010	-	10,010	10,294
	506,336	73,892	580,228	555,384
Seafarer Support - Salary recharge	(9,000)	-	(9,000)	(12,000)
IPWP Support - Salary recharge	(48,884)	-	(48,884)	(77,560)
	448,452	73,892	522,344	465,824
Total 2018 as restated	382,629	83,195	465,824	

8. Governance Costs

	Unrestricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Support Costs	52,280	52,280	57,895
Wages and salaries	21,612	21,612	25,300
	73,892	73,892	83,195

9. Operating expenditure

	2019 £	2018 £
Depreciation of tangible fixed assets: owned by the charity	10,010	10,293
Auditors' remuneration - audit	6,000	6,000
Auditors' remuneration - other services	1,200	1,200

During the year, no Trustees received any remuneration (2018 - £NIL)

During the year, no Trustees received any benefits in kind (2018 - £NIL)

During the year, Trustees' expenses were paid to four (2018 - four) Trustees amounting to £2,211 (2018: £3,788)

10. Staff costs

	2019 £	2018 £
Wages and salaries	310,638	289,077
Social security costs	31,613	27,937
Contribution to defined contribution pension schemes	41,100	37,190
	383,351	354,204

The average number of persons employed by the charity during the year was as follows:

	2019 No.	2018 No.
	9	9

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2019 No.	2018 No.
In the band £60,001 - £70,000	1	-

The key management personnel of the charity received aggregate remuneration of £139,479 (2018: £108,008)

11. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2019	14,952	41,405	56,357
At 31 December 2019	14,952	41,405	56,357
Depreciation			
At 1 January 2019	9,223	31,826	41,049
Charge for the year	1,912	8,098	10,010
At 31 December 2019	11,135	39,924	51,059
Net book value			
At 31 December 2019	3,817	1,481	5,298
At 31 December 2018	5,729	9,579	15,308

12. Fixed asset investments

	Listed securities £	UK Portfolio cash investments £	Total £
Market value			
At 1 January 2019	12,959,675	608,100	13,567,775
Additions	4,999,698	-	4,999,698
Disposals	(4,669,334)	(275,021)	(4,944,355)
Revaluations	1,336,251	-	1,336,251
At 31 December 2019	14,626,290	333,079	14,959,369
Net book value			
At 31 December 2019	14,626,290	333,079	14,959,369
At 31 December 2018	12,959,675	608,100	13,567,775

Investments at market value comprise:

	2019 £	2018 £
Listed securities	14,626,290	12,959,675
Cash and settlements pending	333,079	608,100
Total Market value	14,959,369	13,567,775

Historical cost of listed securities held

	2019 £	2018 £
Historical cost	12,573,504	11,537,529

13. Debtors

	2019 £	2018 £
Prepayments and accrued income	24,214	19,525

14. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	32,744	16,768
Grants payable	250,607	138,934
Other taxation and social security	7,600	7,308
Other creditors	9,475	4,314
Accruals and deferred income	40,772	73,537
	341,198	240,861

15. Prior year adjustments

Salary costs recharged to constituent members have been restated as a deduction from Support costs to promote welfare activities to better represent the nature of the transactions. Salary costs recharged were previously treated as other income.

16. Statement of funds

Statement of funds - current year

	Balance at 1 January 2019 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 December 2019 £
Unrestricted funds						
Unrestricted funds	13,562,447	468,647	(893,173)	(86,555)	1,689,203	14,740,569
Restricted funds						
Vehicle Replacement Programme	201,900	141,000	(194,319)	47,000	-	195,581
MN Medal Fund	8,477	1,751	(3,486)	-	-	6,742
IPWP Programme	71,741	148,000	(161,896)	50,000	-	107,845
Seafarer Support	45,787	20,000	(40,067)	-	-	25,720
Seafarers' Centre Support Pilot Project	14,535	-	(4,090)	(10,445)	-	-
MiFi Project	-	35,000	(18,569)	-	-	16,431
Total Restricted funds	342,440	345,751	(422,427)	86,555	-	352,319
Total of funds	13,904,887	814,398	(1,315,600)	-	1,689,203	15,092,888

Vehicle Replacement Programme (VRP)

A partnership programme to provide grants to replace vehicles that provide welfare services covering UK ports, Gibraltar and the Falkland Islands. The VRP is funded equally between Seafarers UK, ITF Seafarers' Trust, Trinity House and MNWB.

MN Medal Fund

The MN Medal Fund receives donations from the UK maritime sector to support the promotion and award of the Merchant Navy Medal for Meritorious Service, associated website and the annual meetings of the Merchant Navy Honours Consultative Committee that advises the Govt. Department for Transport.

IPWP Programme

Under the auspices of ILO Maritime Labour Convention 2006, the International Port Welfare Partnership Programme (IPWP) is funded equally by the ITF Seafarers' Trust, TK Foundation, Seafarers UK and MNWB to promote and assist the establishment of welfare boards to enhance seafarers' welfare in ports, worldwide.

Seafarer Support

Jointly funded by Seafarers UK, Trinity House, the Royal Navy & Royal Marines Charity and MNWB, Seafarer Support provides a central point of contact for seafarers, fishermen and their dependants seeking help from the UK maritime charity sector, providing website, helpline, search engine software and practical welfare support.

Seafarers' Centre Support Pilot Project

In partnership with the main societies, the pilot project aimed to review, promote best practice and make recommendations in support of UK seafarers' centres. The project was unable to recruit a suitable manager to lead on the project and, therefore, did not proceed or request match funding from the partner societies. MNWB did however conduct operation reviews of the jointly operated centres in major ports for centre trustee consideration.

MiFi Project

A project funded by the ITF Seafarers' Trust and managed by MNWB to supply Ship Welfare Visitors with mobile internet hubs (MiFi Units) to improve communications and seafarers' welfare in UK ports.

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2018 £	As restated Income £	As restated Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 December 2018 £
Unrestricted funds						
Unrestricted funds	15,432,470	322,093	(743,871)	(137,000)	(1,311,245)	13,562,447
Restricted funds						
Vehicle Replacement Programme	186,634	120,000	(151,734)	47,000	-	201,900
MN Medal Fund	11,462	1,000	(3,985)	-	-	8,477
IPWP Programme	121,149	90,000	(189,408)	50,000	-	71,741
Emergency Grant Fund	349	-	(349)	-	-	-
Seafarer Support	23,642	10,000	(27,855)	40,000	-	45,787
Seafarers' Centre Support Pilot Project	15,000	-	(465)	-	-	14,535
Total Restricted funds	358,236	221,000	(373,796)	137,000	-	342,440
Total of funds	15,790,706	543,093	(1,117,667)	-	(1,311,245)	13,904,887

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	5,298	-	5,298
Fixed asset investments	14,959,369	-	14,959,369
Current assets	97,100	372,319	469,419
Creditors due within one year	(321,198)	(20,000)	(341,198)
Total	14,740,569	352,319	15,092,888

Analysis of net assets between funds - prior year

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
Tangible fixed assets	15,308	-	15,308
Fixed asset investments	13,567,775	-	13,567,775
Current assets	220,225	342,440	562,665
Creditors due within one year	(240,861)	-	(240,861)
Total	13,562,447	342,440	13,904,887

18. Pension commitments

The charity provides a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

MNWB has a Group Personal Pension Plan & Group Stakeholder Pension Plan with Royal London. Contributions made to the scheme amounted to £41,100 (2018 - £37,190). At the Balance Sheet date contributions of £9,475 (2018 - £4,265) were outstanding.

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2019 £	2018 £
Net income for the year (as per Statement of Financial Activities)	1,188,001	(1,885,819)
Adjustments for:		
Depreciation charges	10,010	10,293
Gains/(losses) on investments	1,689,203	(1,311,245)
Dividends and interest from investments	(310,869)	(305,983)
Decrease/(increase) in debtors	(4,689)	47,003
Increase in creditors	100,337	7,511
Net cash used in operating activities	(706,413)	(815,750)

20. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	445,205	543,140
Total cash and cash equivalents	445,205	543,140

	At 1 January 2019 £	Cashflows £	At 31 December 2019 £
Cash at bank and in hand	543,140	(97,935)	445,205
	543,140	(97,935)	445,205

21. Operating lease commitments

At 31 December 2019 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2019 £	2018 £
Land and Buildings		
Within 1 year	27,000	27,000
Between 1 and 5 years	-	27,000
Total	27,000	54,000
Within 1 year	3,665	4,270
Between 1 and 5 years	13,430	6,545
After more than 5 years	-	630
Total	44,095	65,445

22. Related party transactions

There are a number of Constituent Members where there are common trustees with the Board and transactions take place during the year on an arm's length basis. Details of these transactions are disclosed in the Report of the Trustees.

23. Post balance sheet events

Since the reporting date the market value of the Charity's listed securities has been significantly impacted by the outbreak of COVID-19 which has fallen by £2,998,895 to £11,960,369 as at 2 April 2020 from the Balance Sheet value of £14,959,369.

The Trustees have considered their grants payable commitments in the subsequent financial period and have sufficient funds available to meet these obligations. Whilst the Trustees anticipate that the fall in the market value of their investments will impact their investment returns in 2020 they have sufficient reserves to fund activity for the foreseeable future.

24. Controlling party

The charity is limited by guarantee and accordingly does not have share capital.



Gibraltar marks Merchant Navy Day projecting the Red Ensign on to the Moorish Castle



From l-r: Mr Peter McEwen (former MNWB Chairman), Capt. Martin Phipps MBE (Southern PWC Chairman), Miss Sarah Edward (MNWB Port Welfare Committee Manager), Capt. Tom Crookall MBE, MNM, Extra Master (former MNWB Chairman), Mrs Christine Rankin MBE (South West PWC Chairman), Mr Alexander Campbell (MNWB Trustee and London & South East PWC Chairman), Mr Peter Tomlin (MNWB Chief Executive), Capt. Mark Andrews (Milford Haven PWC Chairman), Capt. Andrew Cassels (MNWB Chairman), Mr Bob Jones MNM (former MNWB Chairman), Mr Mark Dickinson (MNWB Vice Chairman) and Capt. David Parsons (former MNWB Chief Executive) attend the MN100 Gala Dinner at the Painted Hall, Greenwich on 19th September 2019.



MNWB Chairman Capt. Andrew Cassels and Chief Executive Mr Peter Tomlin MBE lay wreaths at The Tower Hill Memorial on Merchant Navy Day



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