

ANNUAL REVIEW 2024



**IMPROVING THE LIVES OF SEAFARERS AND FISHERS BY RAISING
WELFARE STANDARDS IN COLLABORATION WITH OUR STAKEHOLDERS**



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About us

The Merchant Navy Welfare Board (MNWB) is a registered charity formed by the UK Government out of the 'Seamen's Welfare Board' in 1948 following the end of the Second World War. Based in Southampton, the Board is the umbrella charity for the UK Merchant Navy & Fishing Fleets. Our Council of Management has an equal number of trustees representing ship owners, maritime trade unions and voluntary organisations.

Our 47 charity members provide a plethora of services that support the welfare of seafarers, fishers and their dependents. Additionally, we have 15 Port Welfare Committees (PWCs) within the UK, and a Seafarers' Welfare Board (SWB) in Gibraltar. As appointed by the Maritime Coastguard Agency in 2021, the Board is the UK's National Seafarers' Welfare Board. We also provide grants, training, welfare support, projects and digital support for our supporters to enhance the lives of seafarers, fishers and their families.

Front cover: (left to right) MNWB CEO Stuart Rivers, Maritime Minister Mike Kane MP, Chair Captain Andrew Cassels and Assistant Private Secretary Kitty Statham

Who's who

Patron: Lord Prescott
(deceased November 2024)

President: Captain Sir Ian McNaught
(appointed December 2024)

Vice President: Robert Courts MP

Chairman: Captain Andrew Cassels

Vice Chairman: Mark Dickinson
(resigned December 2024)

Chief Executive: Stuart Rivers

Deputy Chief Executive: Sharon Coveney

Communications and Media Manager:
Joel Holt

Grants & Impact Manager: Celia Jackson

Port Welfare Committee Manager:
Sarah Edward

Port Welfare Committee Manager:
Susan Atkinson (resigned September 2024)

Port Welfare Committee Manager:
Alex Houghton (started December 2024)

Welfare & Training Manager:
Helen van Gass

Projects & Welfare Coordinator:
Aiden Harvey

Executive Assistant: Nicky Cantello
(resigned June 2024)



CHAIR'S FOREWORD

Industry collaboration enhances seafarers' lives

On behalf of our trustees, it is with great pride that I present the Merchant Navy Welfare Board's 2024 Annual Review, a year where we have made significant progress in support of our mission: 'Improving the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders'.

Within the following pages, Stuart and his team have detailed the many achievements and advancements made in 2024, and the impact of projects that we have either supported or run ourselves. These activities and stories are the real reason we exist, and I commend them to you.

Firstly, I should recognise our deep sadness at the passing of our Patron, Lord Prescott. Throughout his time as an MP, First Secretary of State, Deputy Prime Minister and later in the House of Lords, Lord Prescott never stopped in his enthusiastic support of the UK Merchant Navy and the seafarers who serve on board its ships. These are the seafarers that have been the lifeblood of the UK for hundreds of years, keeping trade flowing to and from our shores in times of both peace and war. More recently

when the world was afflicted by a pandemic everything, except shipping, seemed to stop. During his nine years as Patron, Lord Prescott worked tirelessly in support of MNWB and leaves a legacy that will be hard to surmount.

The MNWB works exclusively by supporting, directly and indirectly, our 47-beneficiary facing member charities who either provide funding or directly provide services to seafarers and their families. These member organisations do not have to be a MNWB member but do so because they see that by working together, we are stronger than if we work in isolation. I would like to take this opportunity to thank them for their continued support in our endeavours to improve the maritime charity sector for the benefit of seafarers and their families.

Our Council remains our core strength. It draws its representation from shipowners and managers, maritime unions and charities, and others that can directly support our work and that of our members. In 2024, Alex Campbell rejoined the Council representing the Serving Seafarers charities. New to the Council are Andrew

Jones of Nautilus Welfare Fund and Mike Cohen from the National Federation of Fishermen's Organisations. When you look across our trustees, the depth, experience and knowledge of the Council support our role as the sector's umbrella charity.

Finally, I would like to recognise Mark Dickinson, General Secretary of Nautilus International, who retired from the Council after 24 years of service.

The Strategic Plan we developed in 2022 completes at the end of next year, at which point we will review the plan and refine for the next period. Progress has been good but there is more to do to fulfil our vision:

'To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.'

Finally, I would like to thank the team for the hard work they have put into supporting the Board's vital work. Nothing would be achieved without their diligent efforts.

Captain Andrew Cassels
Chair



Andrew Cassels with Council member Alex Campbell



CHIEF EXECUTIVE'S INTRODUCTION

A year of firsts

Another year of firsts is how some have viewed MNWB's 2024. And quite rightly, if I'm honest.

In the past year, we welcomed our first President, benefitted from a £3.4m boost to its funds, secured sponsorship for its welfare conference, launched five new annual awards categories and held the first ever welfare-focused session at an All-Party Parliamentary Group (APPG).

As we look back on the year, one of the biggest moments was the General Election, which has seen a change of government with new ideas and a raft of new policies. This has provided us, on behalf of the maritime charities' sector, with an opportunity to restate the importance of welfare provision for seafarers and fishers to officials within UK Government.

It was quite fitting that we started and ended the year in Westminster. We were delighted for the first time ever to have a dedicated session at the APPG for Maritime and Ports on seafarers' welfare which focused on how the maritime sector has coped with recent crises. And the year culminated with Chair Capt. Andrew Cassels and I paying a visit to Great Minster House to meet with the Maritime Minister, Mr Mike Kane MP, where we explained our role as the National Seafarers' Welfare Board and the need for sustainable welfare services.

We have worked with our 47 member charities to support them and the vital work they do for seafarers and fishers. With much collaboration, we have made a real difference in the maritime welfare sector. It has been a memorable year, with a whole host of **firsts** including:

- Working with ABP to roll out a voluntary welfare levy to its network of 21 ports. **A first.**
- Securing sponsorship for our annual awards and Port Welfare Conference. **A first.**
- Hosting a dedicated session on welfare at the Maritime and Ports APPG. **A first.**
- Bringing Port Welfare Committee (PWC) chairs together to form the National Port Welfare Forum. **A first.**
- Receiving a £3.4m legacy from Mr Ronald Camp, following his passing in 2022 and for which we are truly grateful. **A first.**
- Welcoming Captain Sir Ian McNaught as our President. **A first.**

In November, we said farewell to our long-serving vice chair, Mark Dickinson, who has stepped down after two decades with the Board.



MNWB CEO Stuart Rivers pictured with Louise Sara (middle) and Gemma Griffin at the APPG in Westminster

I'd like to place on record my thanks to Mark for his support over the years; his guidance will be hugely missed. This year is also tinged with sadness as we lost our Patron. Lord Prescott served us formidably well over the nine years and I'd like to thank him for everything he did for us – he was a true giant of politics.

The MNWB team is evolving but our commitment to delivering projects and services in support of our members and their beneficiaries remains strong. I am grateful for the team's hard work in making 2024 a successful year. I also extend my thanks to our Chair, Capt. Andrew Cassels, and the entire board of trustees, whose support and experience adds real value to our work.

Stuart Rivers
CEO



LORD PRESCOTT TRIBUTE

Long-serving Patron always 'lit up the room'

He was a 'true giant of politics'.

Our long-serving Patron Lord Prescott sadly lost his ongoing battle with Alzheimer's in November 2024, aged 86.

Lord Prescott joined the Board as its Patron in November 2015 and had a real passion for seafarers.

During his time at the Board, Lord Prescott was engaged with the work of the MNWB in its mission to improve the lives of seafarers from across the world. Having served in the Merchant Navy as a ship's steward and trade union activist, he was passionate about the sector and its people.

He was a truly active Patron over the years until his health deteriorated.



Stuart Rivers, Chief Executive of the MNWB, led the tributes at the time.

"He was a great Patron and we were honoured to have him serve in the role for nine incredible years. He was a true giant of politics."

"He cared deeply about seafarers and their lives. He always showed a huge interest in the charity and the work we've been doing to help co-ordinate welfare efforts to support those on the ground."

"Lord Prescott always spoke so passionately at conferences where he lit up the room in his speeches. He will be greatly missed and we are forever grateful for everything he did for us and the sector."

Capt. Andrew Cassels, who is Chair of the MNWB, also honoured the ex-merchant seafarer and said at the time of his passing:

"We are deeply saddened to hear Lord Prescott has passed away."

"He achieved many great things for British shipping and was a staunch supporter of the maritime sector."

Lord Prescott was Britain's longest-serving Deputy Prime Minister from 1997 to 2007, having been appointed after Labour won the 1997 General Election.



On 27th June 2007, he resigned from his role as Deputy Prime Minister, which coincided with Tony Blair's resignation as Prime Minister.

Lord Prescott retired as an MP at the 2010 election but entered the House of Lords as a life peer with the title of Baron Prescott, of Kingston upon Hull in the County of East Yorkshire in July 2010.

Joel Holt
Communications and Media Manager



CONFERENCE REVIEW

Conference inspires collaboration



Shipowners, port owners, welfare charities, the MCA, port health and unions attended our popular Port Welfare Conference in Liverpool.

Over 85 delegates were at the two-day conference which inspired collaboration between Port Welfare Committees and provided valuable networking opportunities.

Oliver Mallinson, the then Head of Seafarer Safety and Health at the MCA, was the keynote speaker - delivering an overview of the amendments introduced to the Maritime Labour Convention in 2022 following challenges faced during the pandemic.

Making centres fit for the 21st century created much discussion following presentations from QVSR Chief Executive Alex Campbell, Stella Maris CEO Tim Hill, Regional Director for Europe at The Mission to Seafarers Steve Morgan, and John Wilson, CEO at Liverpool Seafarers' Centre.

Delegates also heard about the role of a port agent. Neil Flower, Director of Agency VertomCory, enlightened guests on how

the company handles over 4,000 vessel calls annually in the UK and 26,000 globally.

Day one concluded with discussion on 'Does one size fit all: diverse approaches to supporting seafarers & fishers'. Marc Evans, CEO of Fishermen's Mission, Becky Haldane who is a port chaplain at Sailors' Society, Stella Maris port chaplain Peter Morgan, Senior Area port chaplain at Stella Maris Nick O'Neill and Danny Yarker, trustee from Seafarers' Christian Friend Society, shared their insights. The overall message was that by working together, maritime charities can offer tailored, comprehensive support to every seafarer, ensuring that their individual needs are met.

The second and final day saw MNWB CEO Stuart Rivers and myself provide an update on the latest projects the Board is working on including its push for a sustainable welfare model.

A thought-provoking discussion on how we can better support women at sea was delivered by Ruth Campbell, port chaplain at The Mission to Seafarers, Master Mariner Heather Enness and Ann Pletschke from Safer Waves. The speakers discussed the unique challenges faced by women seafarers and were each able to draw on their unique experiences in their roles ashore and at sea.

Thomas O'Hare, Programme Manager at The Mission to Seafarers, provided an overview



of family support networks for seafarers in the Philippines, India, and Myanmar before Emma Lacey, from Sterling Training, delivered a lively 90-minute workshop on culture and communication. Delegates were asked to complete a questionnaire to understand whether their own communication style was 'Direct', 'Spirited', 'Considerate' or 'Systematic'.

Sharon Coveney
Deputy Chief Executive

This was the first time a MNWB conference had been supported by industry sponsors which included Gold sponsorship by TK Foundation, Bronze sponsorship by ITF Seafarers' Trust, Isle of Man Ship Registry and VertomCory. The Awards were sponsored by Atlantic Container Line.

MNWB thanks all the sponsors for supporting the conference.

ANNUAL AWARDS

Rewarding champions of maritime

Seven maritime champions and a seafaring charity were rewarded for providing exceptional commitment to seafarers and fishers after receiving our annual award.

The coveted Annual Award for Services to Seafarers' Welfare saw a record number of nominations in 2024 as the awards were re-launched.

Five new categories were introduced to recognise more heroes across the maritime charity welfare sector.

All eight recipients were announced at our flagship Port Welfare Conference awards ceremony at the Crowne Plaza Hotel, Liverpool in September.

They were awarded with an engraved trophy and a shopping voucher in front of 100 guests.



Innovation Award:
Edward Watts (Chair/Centre Manager of the Mission to Seafarers branch in Newport)



Team Member of the Year:
Joe O'Donnell (Senior Area Port Chaplain at Stella Maris)



Lifetime Achievement Award:
Maria Dixon (CEO ISM Shipping Solutions)



Winners pictured with Chair Capt. Andrew Cassels and John Perry from Atlantic Container Line



Team Member of the Year:
Frans Sahetapy (Port Chaplain at Sailors' Society)



Lifetime Achievement Award:
Sam Gowan (Port Chaplain at Seafarers' Christian Friends Society)



Volunteer of the Year:
Susan Newcombe (MNWB Volunteer consultant)



Most Collaborative Organisation Award: SAIL (Daniel Barrett)



Volunteer of the Year:
Vincent Bick (Chairman Care Ashore)



PROJECTS

Delivering vital projects for seafarers

Vehicle Replacement Programme (VRP)

In 2024, the Vehicle Replacement Programme (VRP) helped purchase eight new vehicles to help deliver frontline welfare services. These vehicles were made up of six multi-purpose vehicles (MPVs) and two cars – going to participating societies Stella Maris, The Mission to Seafarers and Fishermen's Mission. The programme was funded by the Department for Transport and MNWB, with vehicle grants totalling £120,000 being awarded.



Equity, Diversity & Inclusion (EDI)

Addressing inequalities and improving representation within the maritime charity sector continues to be of concern – from the lack of diversity on charity boards to the limited range of maritime welfare workers represented on the frontline.



To raise awareness and encourage meaningful dialogue, the Equity, Diversity and Inclusion Working Group - made up of representatives from MNWB, The Seafarers' Charity, Trinity House, Fishermen's Mission, Seafarers Hospital Society and the Maritime Charities Group (MCG) - launched a series of EDI workshops. The sessions were delivered as part of Port Welfare Committee (PWC) meetings across the UK, namely Bristol, Humber, London & SE, N&E Scotland, Northern Ireland and the Southern PWC. Each workshop featured a thought-provoking video, an engaging activity and an open discussion, allowing the group to share personal experiences.



Ambassadors

In March 2024, Ambassador Gordon Foot delivered a presentation at the Nautical Institute, while Neil and Paul represented MNWB at a hybrid meeting with the Maritime and Coastguard Agency in Belfast. We were also pleased to welcome Captain Trevor Bailey to our Ambassador team in September. With over 50 years of wide-ranging maritime experience, Trevor brings a wealth of expertise and enthusiasm to the role.

Our ambassadors are made up of six highly-respected maritime professionals - Gordon Foot, John Hood, Martin Phipps, Neil Atkinson, Paul Hayes and Trevor Bailey - all recognised for their ongoing commitment to seafarers' welfare. We would also like to express our sincere thanks to our valued volunteer consultant, Susan Newcombe, who has been involved in the programme since its inception in 2022.

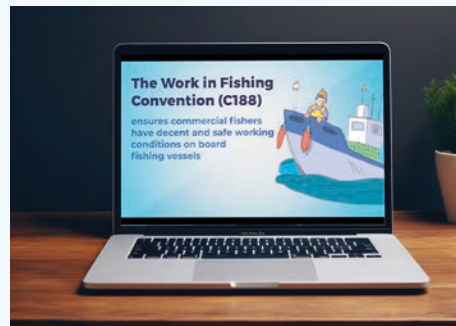
MiFi

The UK Port Welfare MiFi Partnership Project continues to make a significant impact, currently supporting 36 mobile hotspots distributed to port chaplains and ship visitors across the UK. Each device enables up to ten users to connect at once, offering seafarers free, reliable internet access to stay in touch with family and friends and download entertainment to enjoy while at sea.

Launched in May 2019, the project has consistently exceeded expectations - and 2024 was no exception. This year saw record-breaking levels



of data use, with one device reaching over 2TB in a single month and the project as a whole nearing 9TB in the same period. These figures are the highest ever recorded and highlight both the ongoing demand for this service and the vital role it plays in supporting seafarers' wellbeing.



C188

The C188 online training course and quiz is targeted at ship visitors from UK seafarer welfare organisations providing welfare services to the fishing industry, fishers, Port Welfare Committee

(PWC) members; and those working in fishing ports and harbour locations including boat owners, harbour masters, Police and Border Force.

The training video and quiz went live on MNWB's website in July 2024, and a press release was circulated to maritime trade press to publicise the launch of the online training and to promote Trinity House's support for the project. The video was promoted on MNWB's social media channels and circulated to the Board's PWCs.



Leaflets

Our Port Information Leaflets continue to play an important role in helping seafarers access relevant local information about the UK ports they visit. In the past year, 11 new leaflets were

produced - covering locations from Leith in Scotland down to Southampton on the south coast, and beyond to Gibraltar.

A total of **28,000 printed copies** were distributed to ports, where they were shared with seafarers by port chaplains, ship welfare visitors, ship agents, and other frontline personnel. Digital versions of the new leaflets were also added to our online library, ensuring easy access for anyone who needs them - anytime, anywhere.

Port Welfare Accreditation

The Port Welfare Accreditation project aims to determine how the National Seafarers' Welfare Board might best assist ports to set standards that encourage and enable them to better support the welfare of serving domestic and foreign seafarers and fishers. Membership of the working group is made up of a small number of specially selected personnel with

extensive knowledge of port operations, UN conventions/resolutions, and provision of 'frontline' port welfare services, and the group met twice in 2024. The aim is to create a voluntary and industry wide Code of Practice aimed at setting and driving up standards for seafarers' welfare in all UK ports, under the auspices of MLC, 2006 and ISPS.

**Projects & Welfare Co-ordinator Aiden Harvey
and Deputy Chief Executive Sharon Coveney**



PORT WELFARE COMMITTEES

A year of collaboration, challenge and progress

The Merchant Navy Welfare Board's (MNWB) network of 15 Port Welfare Committees (PWCs) and a Seafarers' Welfare Board in Gibraltar, remained a vital platform throughout 2024, uniting key stakeholders to improve seafarer and fisher welfare across the UK.

With 48 meetings held across the regions, PWCs served as a space for open discussion, joint problem-solving, and the sharing of best practices — all contributing to the goal of safer, fairer conditions for those working at sea.

In 2024, PWCs navigated a mix of ongoing operational challenges and introduced innovative initiatives aimed at long-term impact. Below are five key areas that shaped the year:

1. Safety, health, and access remain frontline priorities

Ensuring safe access to vessels remained a persistent issue raised across multiple PWC regions. Reports from South Wales, Tyne, Humber, and Bristol highlighted problems with unstable gangways, requests for welfare visitors to use unsafe pilot ladders, and difficulties posed by tidal changes at quay sides. In South Wales, long-standing concerns were partially addressed with renewed engagement from the Harbour Master, raising hopes for direct resolution.



Port Health teams also reported an increase in on-board health risks, including cockroach infestations and Legionella. Access to medical care for seafarers was another widespread concern, with chaplains and welfare visitors often stepping in where agents had failed to act. There were also ongoing challenges around the reluctance of some seafarers to seek medical attention due to fears of job loss.

2. Positive developments in welfare provision and facilities

Amid challenges, 2024 saw significant investment in new and improved seafarer facilities across several ports:

- Southampton saw the opening of a new Stella Maris seafarers' club, jointly funded by MNWB and partner charities, offering a welcoming space near the city centre.
- In Belfast, a new temporary welfare cabin was launched for cruise crew, providing vital rest space, Wi-Fi, and refreshments during port calls.

- Felixstowe's Seafarers' Centre refurbishment was completed, with 24-hour access under discussion.
- In Bristol, refurbishment works began to allow 24/7 entry, while Milford Haven actively sought a dedicated welfare space within the port estate.

These improvements underline the commitment of PWCs and partners to provide dignified, accessible spaces where seafarers can relax, connect, and seek support.



3. Strengthening representation and collaboration

Several PWCs raised concerns about declining engagement from port authorities, with some port managers unaware of their responsibilities under the Maritime Labour Convention (MLC 2006).

However, there were also encouraging signs of progress. The expansion of the ABP Humber

welfare levy — originally launched in 2021 — to all 21 ABP ports from January 2025 stands as a major step forward. The levy will help fund vital welfare services, with MNWB overseeing distribution. This model offers a promising blueprint for other port groups to follow.



4. Persistent issues in transport, communication and legislation

Transport remained a major issue, particularly in the North West and Liverpool, where challenges in transport provision for crew and pilots at the container terminal persisted. Though some positive steps were taken — including radio equipment and training for minibus operators — many centres continue to face operational barriers.



PWCs also raised concerns about poor communication during incidents, particularly where statutory agencies were not required to notify welfare organisations following on-board deaths or arrests. Solutions such as dedicated WhatsApp groups are being explored to improve timely information sharing.

The shortage of MCA surveyors and enforcement concerns around the Seafarers Wages Act were also repeatedly discussed. With full UK coverage now restored for ITF Inspectors, this has helped strengthen local advocacy and oversight at committee level.

5. Supporting the fishing sector

PWCs remained strongly engaged with the challenges facing fishers in the UK, who continue to grapple with financial pressures, workforce shortages, and mental health issues:

- The UK Government's reversal of medical certification requirements for small-vessel fishers (U10m) came too late for some but was still welcomed.
- Post-Brexit regulations and a lack of viable stock led many to leave the industry. In some cases, fishers turned to family members, including children, to crew vessels due to restrictions on skilled worker visas.
- The Fishermen's Mission reported a rise in addiction, stress, and anxiety among fishing families.
- The SeaFit programme was a major success, offering free dental care, eye checks, and physiotherapy across fishing ports in Northern Ireland, Wales, and beyond — with strong participation from local communities.



Looking ahead

As we reflect on 2024, it's clear that the work of the PWCs and GSWB continues to be both vital and dynamic — navigating practical challenges while embracing innovation and collaboration. The dedication of our committee members, port partners, welfare organisations, and volunteers ensures that the UK remains a leader in promoting and protecting the welfare of its seafarers and fishers.

Port Welfare Committee Managers
Sarah Edward and Alex Houghton (replaced Susan Atkinson December 2024)



TRAINING 2024

Investing in first-class training for seafarers

Nearly 300 people signed up during the year for our Ship Welfare Visitor Course which enables people around the world training to support seafarers visiting their shores.

We also issued 128 Ship Welfare Visitor cards to members around the world. We continued to work towards our own training platform and spent £22,000 on training for our member organisations.

This included in-person courses; Human Aspects of Death Dying & Bereavement and Culture & Communication for Ship Welfare Visitors.

iHasco continued to be a useful tool for our members, giving them the tools to easily offer training to their employees and volunteers. Some 362 courses were completed, covering some of the over 200 courses covering a wide variety of topics.

Helen van Gass
Welfare & Training Manager



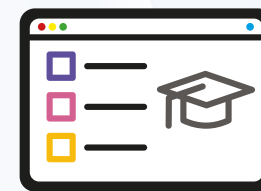
300 people
signed up during the year for
our Ship Welfare Visitor Course



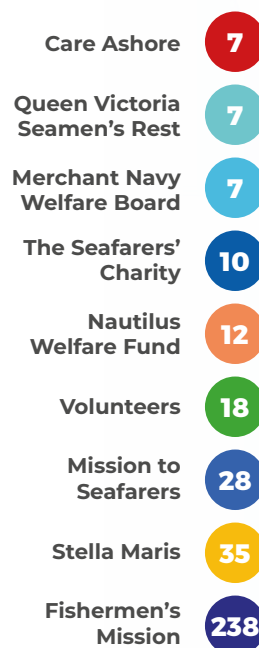
128 ID cards
issued for ship welfare visitors



£22,000 spent
on training for our member
organisations



362 courses
were completed through
the iHasco platform



WELFARE

Providing a lifeline for seafarers

Our Seafarer Support helpline is a free confidential telephone and online referral service helping to support serving and former UK seafarers in times of need

The Seafarer Support platform acts as a unique 'central source of information' for the entire UK maritime charity sector. The website signposts users to the most up-to-date information on 150 maritime charities that offer support to UK seafarers and their dependants.

The welfare team is 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 referral service for those Merchant Navy/Fishing Fleet personnel seeking welfare support and/or financial assistance from other maritime charities.

NEED A LIFELINE? WE CAN HELP!



Sometimes we need a little help navigating life's problems.

Seafarer Support is a free confidential telephone and online referral service helping to support serving and former UK seafarers and their families in times of need.

For information about financial support, accommodation, training, health and advice, visit the website or call us today.

seafarersupport.org
0800 121 4765







£80,000 given
through member grants to help the people who reached out to us



38 searches requested
from The National Archives to assist beneficiaries to show they meet the criteria of our member charities



£13,000 spent
on SSAFA & other caseworkers' costs to enable seafarers, fishers and their dependants to receive the assistance they needed from the maritime charities (graph above)



GRANTS

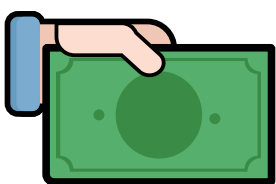
Impact personified

In 2024, MNWB has funded innovative projects delivered by our member charities to enhance the welfare of seafarers and fishers.

By expanding our grants criteria, MNWB has supported not just capital projects for seafarers' centres and care homes but also innovative port-based initiatives. Our funded projects have had a profound impact on the maritime community, supporting the physical and mental health of seafarers, including the introduction of a digital library for seafarers visiting UK ports and the provision of critical stress management training for port-side welfare staff.

Celia Jackson
Grants and Impact Manager

Key highlights include:



£111,768 in total grants awarded



Directly benefiting over 125,000 serving seafarers



More than 700 fishers supported



Enhanced quality of life for over 400 retired seafarers

For more details on MNWB grants awarded in 2024, please go to Grant Funding – Merchant Navy Welfare Board (mnwb.org/grant-funding)



Care Ashore main building fire doors

"For over 100 years, Care Ashore have been supporting former seafarers, offering accommodation to nearly 50 beneficiaries on the 260 acre Springbok Estate. With some of the accommodation dating back to the 1860s, the upkeep of the buildings is an ongoing and significant undertaking for a small charity. This grant has facilitated the installation of several new fire doors and remedial works to existing fire doors and ensures all fire doors will perform as required in the event of fire."

Thank you MNWB, on behalf of all at Care Ashore, for helping with this crucial work to keep our beneficiaries safe."

Joe Nicholson, Chief Executive at Care Ashore



The Mission to Seafarers - Belfast Cruise Ship Terminal Crew Welfare Portacabin

"The cruise hub enabled The Mission to Seafarers, Stella Maris and Seafarers' Christian Friend Society to provide a dedicated safe space for cruise ship crew who were visiting Belfast as part of their scheduled route. It has been a great success and has made a clear impact on the well-being of visiting seafarers. It has allowed crew to have some time for rest and relaxation, and privacy away from passengers. The provision of Wi-Fi enabled them to make much needed contact with their families and loved ones. We are very grateful for the support from MNWB, who have made this project possible."

Paul Kirker, Centre Manager, The Mission to Seafarers





COMMUNICATIONS & MEDIA

Reaching new heights



The MNWB's communications and marketing presence achieved great results for its members and stakeholders in 2024.



Over the past 12 months, the Board has been at the forefront of gaining national media exposure, reaping the rewards of marketing and media campaigns, delivering a lobbying strategy to gain political exposure and

driving traffic across its social media platforms and website with engaging content.

LOBBYING

It was quite fitting that we started and ended 2024 in Westminster. We were delighted for the first time ever to have a dedicated session at the All-Party Parliamentary Group for Maritime and Ports on seafarers' welfare which focused on how the maritime sector has coped with recent crises.

The dedicated session on welfare 'From Ukraine to the pandemic, how has the maritime sector coped with recent crises?' was led by MNWB.

Addressing a packed committee room in the Palace of Westminster was MNWB CEO Stuart Rivers, former seafarer Captain Louise Sara and Head of Global Crewing at DFDS Gemma Griffin

MBE, all of whom shared their experiences of battling through a number of crises in recent years.

And the year culminated with a visit to Great Minister House to meet with the Maritime Minister, Mr Mike Kane MP, and his team with my Chair Capt. Andrew Cassels. Meeting with Mr Kane, who is also Labour MP for Wythenshawe and Sale East, was crucial in explaining the role we play as the National Seafarers' Welfare Board and the need for long-term sustainability for welfare services across the UK.

Joel Holt
Communications and Media Manager

IN THE PRESS

50 
pieces
of national news
coverage

3.5 
million
people reached
in November

Stories in Daily Telegraph, BBC News, LBC & BBC Radio Scotland

TOP PERFORMING 2024 SOCIAL MEDIA POSTS

Facebook:
We remember them
Views – 2,590



LinkedIn: ICYMI: newest recruit – Alex
Impressions – 2,615



Instagram: MNWB
Trustee awarded
prestigious Merchant
Navy Medal
Views – 2,007



13,000
followers



**across all social
media platforms**

HITTING THE HEADLINES

Tributes paid to Lord Prescott
(Daily Telegraph)

**Medals for crew who rescued
100 from shipwreck** (BBC News)

**Workers 'treated like slaves' on Scottish
fishing boats** (BBC Radio Scotland)

Seafarer centre re-opens (BBC Radio Bristol)

**Former Deputy Master of Trinity House joins
MNWB as President**
(Ship Management International)



2,500
views per month and
10,000 new
users on the
MNWB website



NEW PRESIDENT

First ever President appointed

The Merchant Navy Welfare Board (MNWB) is delighted to unveil Captain Sir Ian McNaught as its new President.



Capt. McNaught, who was the Deputy Master of The Corporation of Trinity House, London for 13 years before retiring in 2024, takes up the new honorary role at the Board.

It comes as the umbrella charity for the UK Merchant Navy and fishing fleets, which

represents 47 member charities, continues to improve the lives of seafarers and fishers by raising welfare standards.

Stuart Rivers, Chief Executive of MNWB, is thrilled with the appointment.

"We are incredibly proud and privileged to have Captain Sir Ian McNaught join us as our President – it's an exciting moment for the Board," he said.

"He brings a wealth of experience to the role and is someone who is highly-regarded in the sector.

"We look forward to having him on board, as his expertise will be invaluable during this busy period. In our role as the National Seafarers' Welfare Board, we are working closely with ports, the UK Government, ship owners, and welfare charities to ensure the long-term sustainability of seafarers' welfare services."

Born in Sunderland, Capt. McNaught decided to join the Merchant Navy, and trained at Fleetwood Nautical College in 1971.

He was captain of ships for Cunard and Seabourn including being the last captain of the Queen Elizabeth 2 (QE2) before the ship was retired.

He became a Younger Brother of Trinity House in 2005 and was elected an Elder Brother in 2011. He assumed the duties of the Deputy Master of Trinity House and Chief Executive of the Lighthouse Board in 2011, leading Trinity House in its role as a General Lighthouse Authority, and also chaired The Corporate Board, guiding the charitable work of Trinity House, and chairing the Court of Elder Brethren.

Since becoming Deputy Master, he is now a Governor of the RNLI, a Board member of the North Standard P&I Club, Vice President of the Marine Society and Sea Cadets, and is a member of the selection panel for the Merchant Navy Medal for Meritorious Service.

Commenting on his appointment, Capt. McNaught said:

"To have been asked to take up the role of President is a great honour, and I look forward



to working with the team at the MNWB to further raise awareness of seafarers' welfare and to help ensure that those needs are met in the best possible way."

Capt. Andrew Cassels, who has been Chair of the MNWB for six years, added:

"The President role has never been filled in recent history so it's a milestone for the Board to have someone of Captain Sir Ian McNaught's calibre, who is already very active in the sector. We look forward to working with him."

**Joel Holt
Communications and Media Manager**

VICE CHAIRMAN RETIRES

End of an era for Vice Chair

After 24 years of dedicated service, long-serving trustee Mark Dickinson has retired from his role as Vice Chair at the Merchant Navy Welfare Board (MNWB).

Mr Dickinson, who is the General Secretary of Nautilus International, joined the MNWB in 2000 and has over 30 years' experience within the shipping industry.

During his tenure, he has seen the maritime world evolve significantly, from helping MNWB gain National Seafarers' Welfare Board status to improving welfare conditions for seafarers during the Covid-19 crisis.

Here, Mr Dickinson reflects on his role and the stand-out moments.

"Reflecting on over two decades involvement as a trustee of the MNWB and as a Vice Chair of the Council of Management (CofM), I've witnessed - and been privileged to help shape - some of the most significant advances in seafarers' welfare in modern times," he said.

"The maritime world has evolved rapidly, with globalisation, digitalisation, and geopolitical instability placing new demands on our seafarers. Yet, through collaboration between the maritime trade unions, shipowners and member welfare charities, we have made real progress in ensuring that the welfare and wellbeing of seafarers' is better protected.

"One of the proudest milestones during my time of the CofM has been the MNWB's formal recognition as the UK's National Seafarers' Welfare Board. This status has strengthened

our ability to coordinate welfare services, advocate for seafarers at the highest levels, and ensure compliance with international standards like the ILO's Maritime Labour Convention, 2006 (MLC) as amended.

"My work at the International Labour Organization, on behalf of the Seafarers' Group particularly in the development, implementation and continuous improvement of the MLC, has been a defining part of my career. The MLC has transformed the global framework for seafarers' rights - enshrining access to decent working conditions, medical care, and importantly for the MNWB - shore-based welfare services. These welfare services are crucial for our key workers - the seafarers without whom our world would fold."

He continued: "In the UK, thanks to the work of the MNWB, we have set the standard for seafarers' welfare services and helped to build stronger port welfare committees, improving the support for seafarers in need, and we have improved the co-ordination of welfare provision. This proved so crucial during the Covid-19 pandemic."

"As we look ahead, the MNWB's mission remains as vital as ever: to keep seafarers visible, valued, and supported. I am privileged to have played a part in this journey and wish all my MNWB colleagues all the very best for the future."

Chair Capt. Andrew Cassels has paid tribute to Mr Dickinson for his years of commitment to MNWB.



"When you look across our trustees, the depth, experience and knowledge of the Council support our role as the sector's umbrella charity.

I'd like to place on record my thanks to Mark for his support over the years; his guidance will be hugely missed."

Trustee David Appleton, who is Head of Professional and Technical at Nautilus International, succeeds Mr Dickinson in the role of Vice Chair.

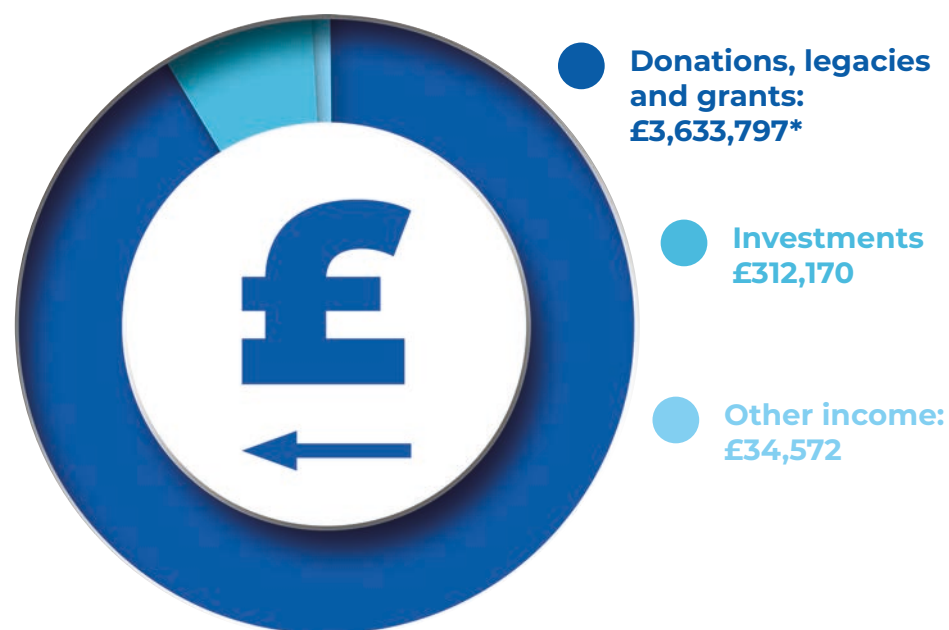
Our Council is made up of ship owners, ship managers, trade unions, those in the voluntary sector and persons able to make a particular contribution due to their specialist expertise.

Find out more about our Council at:
mnwb.org/about-us/our-council/

YEAR ENDING 31ST DECEMBER 2024

Financial Summary

TOTAL INCOME: £3,980,539
(2023: £530,794)



2023 Income Breakdown

Donations, Legacies & Grants: £218,202

Investments: £306,758

Other Income: £5,834

2024 Income Notes

*Included within donations and legacies is £3,425,000, which is a single legacy received from the estate of Ronald Stanley Camp.

MNWB also raised £32,197 in sponsorship for its annual conference and awards in 2024, which is a first for the charity.

TOTAL EXPENDITURE: £1,173,294
(2023: £2,194,758)



2023 Expenditure Breakdown

Support to promote welfare activities: £724,523

Support services to Members: £1,345,992

Grants to support the work of Members: £81,457

Raising funds: £42,786

WORKING TOGETHER

Member Charities





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