

# PILOT

The

ISSUE  
332  
2022  
SUMMER

UNITED KINGDOM MARITIME PILOTS' ASSOCIATION

## FAILED BY ALL?

A Survivor's Tale

## ISPO

Safety  
Management  
Systems

## LEGENDARY OPINION

Michael Grey

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SUPPORTING PILOTS, PROTECTING TRADE

## IN THIS ISSUE

Engagement / MAIB Training / Self Employment



# MANTA

## MH4 Pilot Helmet

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- **CLIMBING/BOARDING SHIP EN12492** - this is the climbing standard which gives the Manta it's climbing approval. In EN16473,



there is also a field of vision test and a 10metre ladder climb test to make sure the helmet can be used while climbing a ladder and there is no restriction to view.

- **MARINE OPERATIONS/PILOT BOAT PAS028** Marine Safety Standard - this covers the Manta for all operations on water.



**NOT** all helmets are created equally

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# CONTENTS

**More than just pilots**

**W**elcome to Issue 332 of The Pilot. I must start by thanking you for the compliments of the last edition. Similar to pilotage, there are a lot of moving parts that go into making a successful act of magazine production. A big part goes to our graphic designer Tony Fisher at Spectrum Creative.

In this edition we focus on engagement, not only from the UKMPA Exec, but others who by volunteering or those such as Liverpool Pilot, Iain Baird, who was thrown into a situation out of his control. They say the hardest thing to do in Ship Handling is to do nothing. The reason for this is because Pilots have purpose; the purpose to resolve problems and issues. Purpose to improve, learn and teach. We read how our members have a sense of purpose to be involved with all things that influence our world. We learn about UKMPA engagement and how ISPO works, along with Iain Baird after having an accident having to engage more than he should have had to.

With articles from Cranfield University we understand how Pilots are involved in the training of MAIB Inspectors. We also focus on the Belfast Pilots and their path to self-employment. On the flipside of our engagement we have "Legendary Opinion" from a former Lloyds List Editor, Michael Grey on the perception of Pilots and their role. Finally, we understand the need for theories to be published amongst our peers. You will notice that none of this actually involves Pilots being on ships, which shows that the purpose of Pilots is more than just the act of pilotage, and that Pilots still find it difficult to do nothing. It's not our purpose, we have resolve, we are more than just Pilots. In regard to this edition, it is true, that after a first success they say continuation is fraught with difficulty on keeping standards, much of this is true when piloting. I hope you will find Issue 332 enjoyable.

**Yours Aye - Chris**  
 editor@ukmpa.org



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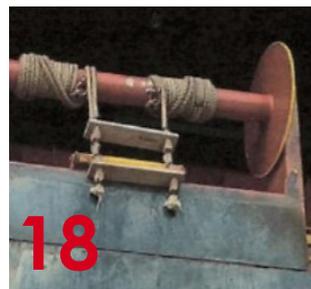
**UKMPA website**

The UKMPA website is a great resource for ALL circulars issued by your Section Committee. Once logged in, members have access to documents relating to:

- Circulars (current & historic).
- Incident reporting - advice, procedure and report form.
- UKMPA group insurances information including the Product Information Sheets and direct links to the bespoke UKMPA section on Circle Insurance Services website (for renewals).
- PNPF information documents.
- On the public section there are Pilot and Harbour Master vacancies.
- Upcoming AGM & Conference information for your future plans to attend these events.

Any issues logging in or forgotten usernames, click the contact link and I will email back with help.

WebCaptain



**PILOT LADDERS -  
 A SURVIVOR'S TALE**



**THE PATH TO  
 SELF-EMPLOYMENT**

**GUEST EDITOR**

We are looking for guest editors who would like to learn in how to construct a magazine project. Graphic design is looked after for you and guidance on offer from myself as Editor. It may be a one issue commitment or more if you wish. Please do contact me to discuss any questions you may have. The team looks forward to hearing from you.

Contact : Christopher.hoyle@ukmpa.org

# CHAIRMAN'S REPORT



## Regional Elections

We have Vacancies in Region 1 (South) for an Executive member and a Deputy. In Region 2 (East) an Executive Member and for Region 6 (Southwest and S Wales) there is Deputy members vacancy.

### Why become a member of the Executive?

Are you interested in promoting our profession, to our stake holders, improving our professionalism, helping in creating Governance and a strategic pathway for the association of the future? We need forwarding thinking people with good skill sets to add value to the executive. If you wish to discuss what's involved, get in touch with me at [chairman@ukmpa.org](mailto:chairman@ukmpa.org) Election details are on the website.

**Closing date for the nominations is 19th July 2022**

## Welcome to this Edition of The Pilot

**W**hat strange times we live in. As we come out of the Covid Pandemic we are thrown another curve ball with the Russian Invasion of Ukraine, which is horrific. I am sure you join me in condemning the war and offer of our support to the Ukraine people. Our Ukrainian colleagues in the Ports are struggling to survive during the invasion with the Ports blocked by the Russian Navy and under constant bombardment. EMPA are in contact with our Ukrainian colleagues and have been offering support.

The action of P&O ferries was another shock and as I write the drama is still playing out. In the short to medium term, it will place demands on Pilotage services in the Ports affected. A word of caution, these ships do not normally take a Pilot so the Boarding and Landing arrangements may not be compliant.

I recently attended the EMPA conference in Antwerp with Peter Lightfoot, VP EMPA and Paul Schoneveld. We are working well with our stakeholders with attendance at the recent UKHMA Edinburgh conference.

The Executive are continuing to work hard with progressing the CRM system for membership and our own Conference in Edinburgh 27th to 29th September.

We have had two meet and greet evenings for members in Southampton and Canterbury which were well attended, and it was good for the

Executive to engage with members outside of their own districts. We will be continuing this theme into 2023.

If you come across a non-compliant Pilot ladder please report it, the App makes this task simpler, the only way to make the transfer safer is by working together. We have noticed a drop in reports over the last few months. If you have an incident please copy our brokers Circle, the form can also be found on the UKMPA APP.

Ian Storm, Director of Circle Insurance, is going around the districts giving a short presentation on the various Insurance products that are available to members. To date he has been to Liverpool and Southampton. Please contact him direct or myself if you are interested.

**Stay safe – Hywel Pugh**



## CONTACTS

### Elected UKMPA Executive Committee

Chairman	Hywel Pugh	chairman@ukmpa.org
Vice Chairman	Christopher Hoyle	vice.chairman@ukmpa.org
Region 1 Executive	Vacant	region1@ukmpa.org
Region 2 Executive & Web Captain	Ian McMahon	region2@ukmpa.org
Region 3 Executive & Secretary EMPA VP	Ian McMahon	webcaptain@ukmpa.org
Region 4 Executive Membership	Peter Lightfoot	region3@ukmpa.org
Region 5 Executive	Peter Lightfoot	secretary@ukmpa.org
Region 6 Executive & Treasurer	Robert Keir	region4@ukmpa.org
	Robert Keir	membership@ukmpa.org
	Paul Schoneveld	region5@ukmpa.org
	Jason Wiltshire	region6@ukmpa.org
	Jason Wiltshire	treasurer@ukmpa.org

### Co-Opted Executive

IMPA VP	John Pearn	john.pearn@ukmpa.org
Technical & Training Chair	Nick Lee	technical@ukmpa.org
Executive Director	Joanna Poulton	joanna.poulton@ukmpa.org

### Elected UKMPA Deputies

Region 1 Deputy	Chris Douglass	deputy1@ukmpa.org
Region 2 Deputy	Mike Robarts	deputy2@ukmpa.org
Region 3 Deputy	Alan Jameson	deputy3@ukmpa.org
Region 4 Deputy	Matt Hill	deputy4@ukmpa.org
Region 5 Deputy	Brent Bolton	deputy5@ukmpa.org
Region 6 Deputy	Julian Parkin	smallports@ukmpa.org

### Other Contact Details

Circle Insurance	Ian Storm	ian.storm@circleinsurance.co.uk M: 07920 194970
UKMPA Insurance Queries UNITE	Michelle Brider	insurance@ukmpa.org michelle.brider@unitetheunion.org

### Emergencies

Minor incident	0141 249 9914	insurance@ukmpa.org
Major incident	0800 6446 999	insurance@ukmpa.org

## PILOT'S TALES

There are many amazing people within the Pilotage Sphere, I am an advocate of we are more than just pilots. I would welcome your articles and features to publish in the "The Pilot".  
Contact photos@ukmpa.org

## New UKMPA Members

Kieran O'Driscoll	Liverpool
Andrew Hosking	Bristol
Michael McKeown	Liverpool
Carl Robins	Southampton
Gideon Sherwood	Portsmouth
Matthew John Lloyd	London
Michael McConville	Holyhead & Fishguard
Thomas Field-Stevens	Medway
Kevin Constable	Angola
Richard Dixon	Poole
Steven Leake	Poole
Jennifer Smith	Cowes
Kurtis Rogers	Harwich
Matthew Staley	London
Matthew Goulding	Liverpool
Andrew McDonald	Liverpool
Lewis James Lincol	Harwich
Stuart Chapple	Boston
Rhys William Davies	South Wales
John West	Perth
Richard Davies	Fishguard
Matthew French	QHM Clyde
Jake Evans	Liverpool
James Musgrove	Tees
Christopher Land	Manchester
Paul Kirwan	Tees
Philip Hillier	SW Wales
Andrew Muirhead	Gibraltar
David Barnett	London
David Hocking	London
Gareth Joynes	London
Adam Smith	London
Joe Bowry	London
Jhose Dos Santos	London

## WINNING PHOTO

*Congratulations to Andy Muirhead who has won our Photographic competition, he will be the proud owner of a SpinLock Duro Plus 275 Kn Lifejacket.*



© Andrew Muirhead

# FUTURE PROOFING YOUR ASSOCIATION



Joanna Poulton MA, MBA, LLB

**D**ear all, Strange to think that it is now over six months since I was asked to come on board and help you, the UKMPA, redefine your purpose and refocus your activities to make the Association more relevant to more of you. You may ask “well what have you done?” In my last article in this magazine “Future Proofing Your Association” I set out the six key recommendations of my initial report and they have not changed :-

- 1 Governance
- 2 Strategy
- 3 Annual Business Plan
- 4 Membership Structure
- 5 Member Communications
- 6 Professional Association

All of these items are inter-related and I am pleased to report that significant progress has been made in all areas. It is our intention that at the AGM in September in Edinburgh we will be able to present to you the UKMPA 5 Year Strategy for your approval which will contain more detail on all of the above.

In the meantime one of the key things we are trying to do is to engage and communicate better with you on a face to face basis. This was put into effect in Southampton when Section Committee (SC) met in February in Southampton and again when we met in Canterbury in early May. On both occasions we held an informal drinks evening in a local pub/wine bar where we had a chance to meet and mix with regional pilots (see Mike Roberts article in this edition). We want to meet you face to face and hear your issues so please look out for your invite over the coming months.

In addition to SC associated meetings Chris Hoyle (VC) attended a meeting of the Liverpool pilots for a Q&A and to explain how the UKMPA is changing. Other visits are planned so we look forward to meeting you at those. If you would like a visit please contact Chris.

You may have noticed more social media activity, predominantly on LinkedIn but also Twitter. We are now using a professional agency to help us with this to ensure that the profile of the UKMPA is raised where and when it needs to be. I know that many of you will not be great fans of social media but look at it as a sort of platform for your voice to be heard.

Our plans for our AGM/Conference to be held in Edinburgh at the end of September are firming up. Again, what a great way to have your voice heard and meet others within our industry. It will be excellent value for money as well as a fantastic opportunity to hear from industry leaders as to their view on “Piloting the Future”. Look out for circulars and flyers with the details.

Whilst talking of the future of pilotage we are also looking at the future of your association. For many years there has been a tendency to “wait to be asked” before getting involved. As you may know SC is made up of six elected Regional Chairs and Deputies plus the Chair (Hywel Pugh), Deputy Chair (Chris Hoyle), Treasurer (Jason Wiltshire) and Secretary (Pete Lightfoot).

Over time the volume of work that SC deals with has grown immeasurably to encompass a huge amount of administration including membership, insurance, finance, organising AGM/conference, publication of The Pilot, identifying content for Newsletters/Circulars, updating the website and fundamentally running our Association in an efficient and effective way. We need more people to step forward. You don't need to be the best pilot in your region and you don't need to wait to be asked. Even if you don't think you have any relevant experience that's not the point. Everyone on SC has had to learn new things, many from scratch which they never thought they would need to do. We need to ensure that there are others coming through, a succession plan if you will, and what better way than for you to dip your toe in the water by offering to help in order to see whether in the future, you might be able to take on one of the more proscribed roles on SC.

So, as we look beyond Covid and sadly towards more conflict in Europe, SC felt that we should support the EMPA position on the conflict in eastern Europe. You will have seen that for this issue we have replaced the red and blue in our logo to yellow and blue in support of the people of Ukraine. Please do what you can in your own regions to help. It is harrowing to see what has happened to the once vibrant ports of Mariupol and Odessa – two cities with lengthy maritime heritage. Let us hope that the Black Sea ports will soon re-open and trade begin again.

**On a brighter note spring is here, longer days and better weather. Stay safe. See you in Edinburgh in September.**



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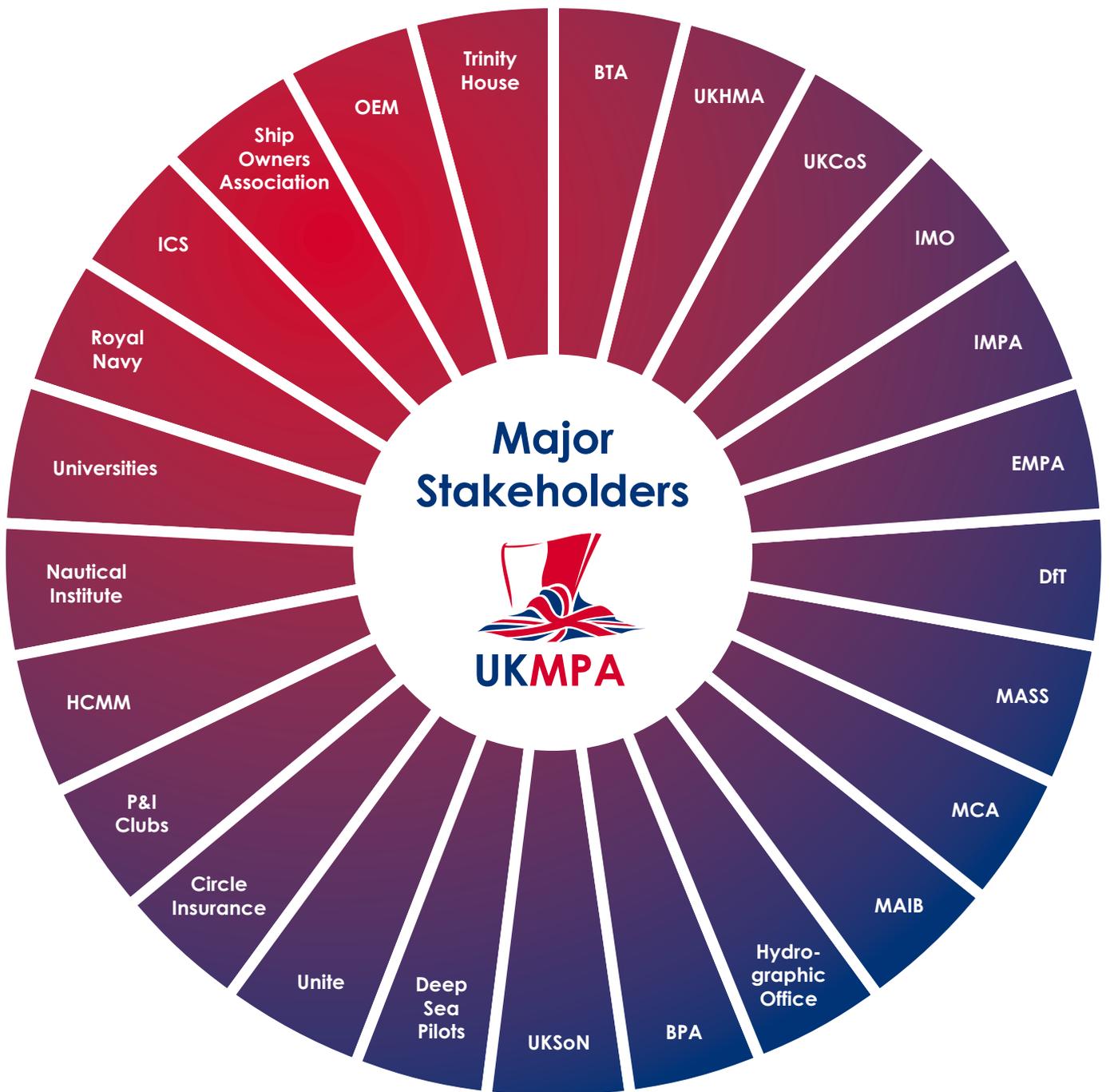
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# FOCUSING



**E**xecutive Director Joanna Poulton introduced to Executive Committee a strategy on engaging with external stakeholders. Pilots' experience, qualification and skills place them as senior mariners, a status recognised in the marine sector. This makes pilots' collective voice of experience sought after in ports, navigation, and ship handling.

The Executive Committee asked me to speak to conferences and webinars that the Association had been invited to, including at the British Tug Owners Association (BTA) safety seminar held in London on 11 November 2021 to coincide with the launch of the Pilots Pocket Guide and Checklist – working safely with harbour tugs reducing the risks in port towage. The Technical and Training Committee (TTC) of our Association has been working on this guide in conjunction with the BTA. As our members had been invited it was good to see pilots from London, Bristol, Southampton, Kings Lynn and Harwich Haven in attendance.

I spoke about Team Glue and the need for pilot and tug master to co-operate for a clear understanding of a 'shared plan' when carrying out operations. In a Nautical Institute book on pilotage, published nearly thirty years ago, a tug master commented on a theme still holding true today, that pilots and tug masters share the same goal of getting a ship safely to sea or into port. There are many straightforward ways to achieve this, such as clear communication and regular port meetings held in a formal or informal manner.

Our next invitation was to be part of a podcast on cyber security for Astaara, an integrated insurance services and risk management advisory business in cyber security. Astaara wanted to speak to an experienced mariner — and who better than a pilot with experience of multiple ship types? Their contribution centred on

how ships get attacked and where the penetration areas are in ships' systems and what our industry is doing to train seafarers and risk managed situations.

An increase of webinars using online technology allows pilots to increase others' awareness of what we do. Two pilots of the Association spoke at the Tug International and Salvage Week webinar about tugboats and handling larger tonnage in congested ports. This interesting event allowed me to share my experience as a pilot about how we handle large container ships. Three other speakers from tugboat design and building companies enlarged the scope of the topic. This webinar also heard talks from the UK, Netherlands and Australia about the challenges of larger ships navigating in congested waters.

Our Association's voice and standing rests on the strong position of knowledge and the breadth of our members' experience of coastal waters, navigation approach channels and congested waters in UK ports and harbours. Mention must also be made of the unique nature of the Manchester Ship Canal, which has facilitated over the years numerous video productions for Interaction and Hydrodynamics. Association members have participated in several steering groups for training productions for Videotel (which is now part of the Ocean Technologies Group), demonstrating the specific professional knowledge that we pilots possess.

Government continues to focus on safe marine operations and compliance with the Port Marine Safety Code, and our Association is well placed to provide advice through the participation of the Executive Committee and the TTC on the PMSC steering group, chaired by the Maritime and Coastguard Agency. Being a region deputy allows me to attend meetings and speak at industry seminars and webinars, which in turn releases our executives to focus on strategy and policy, such as the MCA PMSC steering

group, All Parties Parliamentary Maritime and Ports Group (APPMPG) organised by MPs and peers to meet senior figures from shipping and ports.

Executives and Members collaboratively engage in marine society dinners, convivial settings in which to form useful networks and discuss matters in an informal environment. We attended the Southampton Chachalots Sea Pie Supper where during an enjoyable evening we mixed with the local shipping community and VIPs from the Royal Navy, the port of ABP Southampton and Maritime Societies. Members also attended the Trinity House Younger Brethren dinner hosted by HRH The Princess Royal. Trinity House is the General Lighthouse Authority and their Brethren are drawn from professionals in the maritime sector.

We continue to enlarge the Association's status through the work of the Technical and Training Committee headed by Nick Lee. Through the T&TC the Association participates in the Maritime Autonomous Surface Ships code of practice — the Boarding and Landing Code which includes work on pilot ladder safety and the MCA UK Safety of Navigation (UKSON). At IMO Alan Lancaster represents the Association. Work continues with representation at the UK Harbourmasters Association and good communication with the British Ports Association and UK Major Ports Group - pilotage working group.

You can see from the diagram opposite and the webinars, seminars, dinners, and industry meetings that have taken place in the past few months that Members are kept pretty busy keeping at the forefront of our stakeholders' minds. If anyone has a particular interest in any of the stakeholder groups please contact anyone on the Executive Committee.

I know they would welcome sharing more of the engagement opportunities that come our way.

**Mike Roberts – UKMPA Deputy**

# ON ENGAGEMENT

# ANOTHER BORING INSURANCE ARTICLE?



Let's be honest, when most people read "insurance" they envisage men in drab grey suits, or Italian Opera Singers, and in some circumstances, you may be right. However, what you should think of is a friend, someone on your side that is there to fight your corner in the most demanding situations.

It won't stretch many people's imagination to consider the risks involved with insuring pilots, however, it is the job of the underwriter to do just that, and it is Circle's job to put their mind at ease. I am fully aware that you will be quoting the Marine Pilotage Act 1987 and the limitations of recourse against a pilot. However, your Pilot Protection Insurance covers much more than just simple recourse from the owners of property damaged.

So how do you put an underwriter's mind at ease about the liability of piloting a 400m Ultra Large Container Ship? Detail. In recent years we've updated the renewal process, and the key change is the general disclosure questions that we

want every pilot to answer honestly. We can assure you, there is no disclosure that we haven't heard before. Additionally, we want to know of any pilotage you undertake outside of your CHA. We already extend the policy to protect a number of areas of operation outside of CHA boundaries and private ventures, however, if we don't know about it then you're not protected by your pilot protection. It's simple, we want to ensure your policy protects you at all times without hesitation, something that could happen if the insurer has the wrong information about you.

We understand that most people's view of insurance is diminished by the premium they pay each year, with most believing it is "money down the drain" as "it will never happen to me". To be frankly honest this is the challenge we hear from the majority of our clients, however, I remind them we wouldn't be employed if "it" never happened. Pilots, and the UKMPA committee, are no different and each year they challenge us to provide value for money. Please be assured we

do our best to secure the most competitive rates for you all, but you must bear in mind we are protecting your position (role), your livelihood and in certain circumstances your liberty and this all comes at cost.

More honesty, who among us reads our home or motor insurance policy wording from cover to cover? It is important that you know your rights, but it is also important to know the terms and conditions of your insurance policy and you comply with them at all times. I would take the opportunity to ask you to download a copy of your IPID and remind you to report all near misses, incidents and claims to us at the moment they occur. By doing so you are complying with your policy terms and giving us the best opportunity to protect your position. Lastly, we can't be with you on every trip, however, you can protect yourself by knowing your right to refuse pilotage outside of your authorisation. The insurance we provide is subject to you doing so. It also states that you must take "reasonable care" and protect the position of your insurer.

As mentioned earlier, insurance is all about details, if you're unsure about your insurance, the correct level of cover to take, the value therein or you want to disclose something that's been playing on your mind, then please speak to us. We are always here to help and advise all members of the UKMPA on insurance matters.

Ian Storm - Circle Insurance



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# ISPO

## International Standard for Pilot Organisations

**S**afety Management Systems (SMS) have been used in a variety of industries, including shipping, for many years. Two of the main criticisms frequently voiced, are the amount of paperwork generated and the user of the system often doesn't have any 'ownership' or input to the system they must operate under.

In the 1990's ISM was being implemented in the shipping industry and companies ashore were getting ISO accreditation. At the time many pilot services didn't have any such arrangements. The International Standard for Pilotage Organisations (ISPO) was created to bridge the gap and address the concerns outlined above.

Three pilot organisations in the UK, the Forth, Liverpool and the Tyne are all accredited to the International Standard for Pilot Organisations.

ISPO is a Safety and Quality Management system made for pilots, by pilots. The ISPO Code covers all the areas of pilotage operations, including recruitment, training, operating pilot launches, transports services and emergency preparedness. Management systems are about evaluating risks to the daily operations and continually assessing the effectiveness of an organisation's activities. A well-established pilot organisation does not need to change its working practices to meet the requirements of the Code. The framework provided in the Code can be applied to any pilotage service, whether employed by the port, a government, or a private company.

Seafarers, especially pilots, are not the biggest fans of paperwork and returning to the phrase 'for pilots, by pilots', this ensures that for the individual pilot executing their daily role, there is no extra paperwork required.



Most pilots don't notice any difference when their service becomes accredited, even for those who hadn't previously sailed under ISM when at sea.

In order to have evidence for the auditor then there naturally needs to be some retention of information. This is to be able to prove compliance with policies and procedures as per the organisation's ISPO SMS manual. This does not need to be too onerous.

### Benefits of ISPO

- An international safety and quality management system for pilots, by pilots
- Continual improvement through internal and external audits and assessment of risks
- Leading to greater transparency for all port users and stakeholders
- Learning from other like-minded pilot services worldwide
- An annual management review, setting measurable targets for the year ahead.

To become ISPO accredited pilotage organisations begin the task of going through the ISPO Code, freely available in English, Spanish and Arabic ([www.ispo-standard.com](http://www.ispo-standard.com)). A manual based on the chapters in the Code should be drawn up. The manual describes all processes that are already often carried out in practice. After the manual has been drawn up and the processes have functioned for several months, an internal audit has been carried out. ISPO certification can be requested through a recognized independent classification society.

Early contact with one of the three recognized classification societies currently authorised for ISPO certification is advisable. Lloyds, DNV and BV offer ISPO auditing capabilities worldwide. Contacting the ISPO/IUG administrator to inform us that an organisation is working towards being accredited can be beneficial. Assistance can be provided to aid clarification of any aspects of the Code and its requirements. Prospective pilotage organisations seeking accreditation can be put in touch with similar organisations that have completed the process.

### Dispelling Myths

Over the years a few myths have been going around about ISPO.

- ISPO will stop accidents – no!  
The aim of an SMS is to reduce the frequency and severity of accidents and incidents but if one does occur, then to learn from that event and if needed amend your procedures.
- ISPO prevents a pilot acting independently – no!

ISPO provides a framework for pilotage organisations to create written procedures for piloting. These don't extend to the how a pilot actually pilots a ship and indeed most procedures stop at the master pilot exchange phase of an act of pilotage. There might be procedures mentioned for emergency situations but only to assist the pilots thinking in such an event.

### Additional benefits

Most sub-contractors working on major projects around the world require to show that they have a Safety Management System / Quality Assurance System in place before being awarded contracts.

Through being ISPO accredited the Forth Pilots were able to demonstrate this requirement and they were then part of two major projects. The first was the delivery of the UK's newest aircraft carriers and the second was the construction of the latest bridge crossing over the River Forth. Both projects brought more work and as a result more income.

### IUG

As with any safety and quality management system, it continually evolves to stay relevant and current. The IUG International Users Group of ISPO certified organisations (IUG), is responsible for and manages ISPO, is an independently registered non-profit foundation. Its activities are over-seen by a Board of pilots from accredited organisations around the world. Pilots are needed to volunteer to assist in this process, to join not just the Board but a working group in the IUG as well. This is the most important aspect of the system, it is pilots who are driving the constant evolution of ISPO and along with the UKMPA, EMPA and IMPA, the professionalism of pilotage worldwide. The day-to-day operation is overseen by an administrator, based in the Netherlands.

### The Future

There are currently 30 pilot organisations around the world (from the Caribbean, through Europe, the Middle East to Australia), consisting of around 1300 pilots, with more pilotage services in the process of working towards accreditation. As long as there are pilots and pilot services prepared to assist in the running and development of the system, it will remain a system for pilots by pilots, thus ensuring that pilots have ownership, and the paperwork is kept to an absolute minimum!

*Capt. Matthew Easton, MNM, CMMar, AFNI, Liverpool Pilot & Chairman, ISPO*  
*Capt. Keith MacLean CMMar AFNI, Sohar Pilot & Vice Chairman ISPO*

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**VENUE: THE DEAN**  
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For more information contact [is pocork2022@portofcork.ie](mailto:is pocork2022@portofcork.ie)

# MAIB FOCUS

## CRANFIELD TRAINING

**T**he Safety and Accident Investigation Centre within Cranfield University is a world leading provider of Continuous Professional Development (CPD) and postgraduate courses in safety and accident investigation. The Centre delivers award-winning teaching in accident/incident investigation, as well as research and consultancy in safety management and human factors. The Centre has an intensely practical focus, which is supported by both academics and visiting safety professionals with extensive real-world safety investigation experience.

The Centre has been delivering accident investigation courses for some 44 years. Initially, this was within the aviation domain but latterly, since the formation of the UK's Marine and Rail Accident Investigation Branches (MAIB/RAIB), the courses have been modified or developed to meet both the generic and specific requirements of these transport modes. Most state or company-level marine safety investigators will attend the internationally renowned 3-week Fundamentals of Accident Investigation course alongside fellow professionals from air, rail, health, and other safety-critical industries. This course is very much international by its nature and the forthcoming course will welcome investigators from 20 different nationalities and the

marine, air, rail, and healthcare sectors. Following successful completion of the Fundamentals course, most will go on to attend either the Marine, Air or Rail 3-week Applied Accident Investigation courses. On joining the UK MAIB, new inspectors of marine accidents currently attend both the Fundamentals and Applied Marine accident investigation courses. They use both courses as the foundation for study toward a Postgraduate Certificate (PgCert) in Safety and Accident Investigation as a qualification requirement for their new role. A postgraduate path to a full 3-year, part-time MSc in Safety and Accident Investigation is also available to safety professionals.

The Applied Marine Accident Investigation course has been developed by Visiting Professor Captain Nick Beer (ex-MAIB) in close consultation with and input from the UK MAIB, with the first course delivered in 2014. The course is routinely attended by the UK MAIB and UK Ministry of Defence investigators. Previous participants have also included delegates from the United States Coast Guard and National Transportation Safety Board, the Norwegian and Danish Safety Investigation Agencies, along with the New Zealand Transport Accident Investigation Commission. Safety investigators from Carnival Group, P&O Ferries and BP Shipping, amongst others, have also attended the course.

A full third of the course is devoted to a 7-day high-fidelity marine accident investigation simulation exercise. The unique learning opportunity presented by the simulation is second to none and is very much in line with the Centre's ethos of "teach-try-apply", which acknowledges that accident investigation requires practical "hands on" skills.

**The following Chinese adage is very apt:**  
*When I hear it, I forget it,  
When I see it, I remember it,  
When I do it, I know it.*

Delegates step through the complete accident investigation lifecycle, from initial notification through to deployment, evidence collection, witness interviews, analysis of evidence, formulation of conclusions and safety recommendations before writing, as a team, a full accident investigation report. The marine simulation has been developed with amazing inputs from the MAIB, Red Funnel Ferries and Associated British Ports. The fidelity of the simulation is also significantly enhanced by the participation of key marine professionals including Southampton pilots, the harbour master, Vessel Traffic Services officers and Red Funnel Ferries managers and officers. This gives the simulation "real life" credibility and authenticity both for the delegates, to practise the key skill of witness interview techniques, but also the marine professionals who roleplay as they gain an invaluable insight into the no-blame safety investigation process.

The Cranfield Safety and Accident Investigation Centre has a range of accident investigation CPD short courses, ranging between 5 days and 6 weeks. In addition to the Fundamentals and Applied courses, other courses on evidence analysis techniques, human performance, crisis management, legal skills, and advanced witness interviewing, amongst others, are available. The Centre can also provide bespoke courses and consultancy in accident/incident investigation, safety management and human factors tailored to individual customers requirements.



**Words by - Alan Parmenter, Manager,  
Accident Investigation, Cranfield University**



**OUTPERFORMS 275N LIFEJACKET REQUIREMENTS IN MANY AREAS**  
**SELF INFLATION AND SELF RIGHTING IN LESS THAN 5 SECONDS OF ENTERING THE WATER**

Fleece Lined Collar

Concealed Sprayhood  
in Collar

Fleece Lined  
Throat Flap

Waterproof Breathable  
Anti-Static/Fire  
Retardant Fabric

SOLAS Approved  
Reflective Tape

SOLAS Approved  
Lifejacket Light

NFC or near field  
communication allows  
data to be included on  
the chip: date of  
manufacture, service  
history, approval and  
other personal info  
can be added

Autoflap concealing  
the Lifejacket Firing  
Head and Co2 bottle

Clear ID Holder

Approved Deck Safety  
Harness with Lifting  
Loop, manufactured  
using Fire Retardant  
Webbing and Xylan  
coated stainless steel

Elasticated Waistband  
to reduce flushing

Waist Belt

Pocket Flap for  
Outside Deep Pockets

Velcro Fly

Outperforms the 275N  
Lifejacket requirements  
giving excellent  
Freeboard, Face Plane  
and Body Angle



Concealed Yellow Hood

VHF Microphone Loop

Front Fly Reflecting Tape

Detachable Back Pack  
Magnetic Clip

Tube Cover, concealing  
the Oral Tube and Whistle

Ocean Signal  
M100 AIS/121.5Mhz  
Locating Beacon

ACR Waterbug Water  
Activated Strobe Light

Handwarmer Pockets,  
Fleece Lined with  
Zip Closure

Webbing for attachment  
of important items

Sprayhood  
connecting point

Hard Wearing  
Reflective Tape

Outside Cuff Closure

Internal Neoprene Cuffs  
to reduce flushing

Internal Neoprene  
Crotch Piece

Hi-Fits Plus with zipped  
front fly and side leg zips  
for easier donning and  
doffing, cordura knee  
and bottom patches

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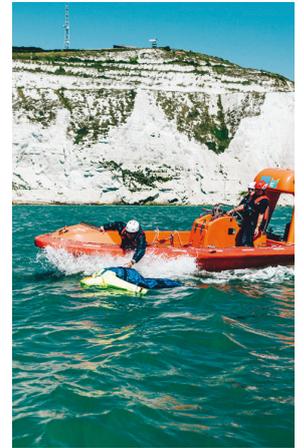


# Setting New Standards Together



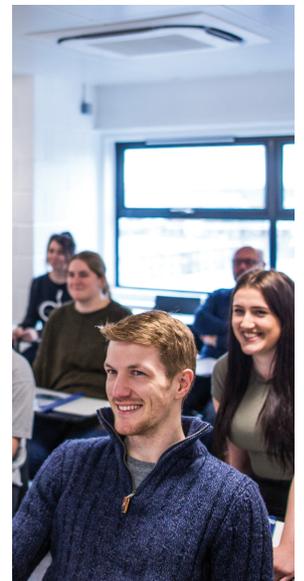
The Maritime Skills Academy Is Helping The Industry Set New Standards By Delivering A New Level Of Marine, Fire Safety And Simulator Training.

Today, with a focus on personal service, we offer over 500 expert courses to over 5,000 delegates annually. As a Maritime & Coastguard Agency , Global Wind Organisation and GUEST accredited course provider and MNTB recognised centre, we are as proud to be meeting the high standards of commercial operators as we are in supporting individuals to maintain or build their professional development.



With training centres in Dover and Portsmouth, we offer STCW Safety, commercial Fire, GWO, Hospitality, Deck and Engine Simulator training

MSA Portsmouth, home to our first simulation centre is fully equipped to deliver ground-breaking simulator and classroom based Bridge and Engine Resource Management, ship handling courses, LNG bunkering, Polar Code and High Voltage training. All courses are created in collaboration with the client and tailored to their exact needs.



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## UK PILOTS WIN 56TH EMPA FOOTBALL TOURNAMENT – WARNEMÜNDE 2022

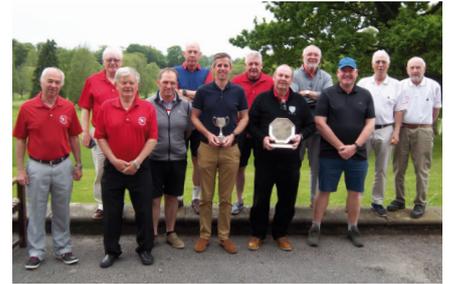
**A**fter an agonising 3 year wait, the UK Pilots were back with the mission of reclaiming the annual EMPA Cup. 2022 brought us to the northern shores of Germany, in the seaside town of Warnemünde. While many of the old faces reacquainted, it was clear that there was one main absentee, our number one fan, and the late Dave Davey, whose passion and commitment for the annual EMPA tournament resonated all around the team year after year. I speak on behalf of all of the UK Pilots that Dave will be sorely missed, and words would never do justice for his instrumental presence over the years. Refusing to let the occasion of Friday night



get to us, the team turfed up determined, confident, and most importantly sober. Our group looked tough on paper, but thankfully for us we were playing on grass, as the UK Pilots put on a show in the group stage, dispatching of newcomers Spain in the highly anticipated curtain raiser. Shortly followed up with an emphatic 7-1 win against Weser EMS, the UK meant business.

After a clean sweep in the group stage, we were faced with two tough opponents, the famously organised Belgium, and 2019 finalists Norway. The team dug deep and dispatched of what looked to be a potential banana skin in Belgium and went on to book our place in the final with a vital 2-0 win against Norway. In the EMPA Cup, to be the best, you must beat the best, and with it confirmed that it would be the Dutch in the final, there wasn't an ounce of complacency in the team. With an all-round inspired team performance, the UK got the job done, the EMPA Cup was coming home.

**Iulian Gram – Liverpool Pilots Ltd**



## Spring golf Peter Ryder cup

13 players were at the Spring golf at Shawhill in Chorley Lancs and the weather was lovely. It was a close contest but the Peter Ryder cup was won by Ian Coombs of Milford Haven on his first visit with us, and the Manchester Salvor was one by Mike Love retired Humber Pilot.

It was nice to see 3 new faces at the golf and I hope to see more in September when we play at Puckrup Hall. Anyone wishing to join us please contact me, Chris Harding, at...

**pilot06@btinternet.com**

# THE 134<sup>th</sup> UKMPA Conference

EDINBURGH



27/29  
SEPT  
2022

## Piloting the Future

### 27TH SEPT

**19:00** Welcome reception at the Dynamic Earth Centre, a short walk from the conference hotel.

### 28th SEPT

**09:00** Members only AGM  
**12.30** Lunch followed by Open Session. Members and non-members are welcome, "Keeping you protected in the Future."  
**19:00** Evening reception at Edinburgh's most talked about boutique venue, Tiger Lilley's [www.tigerlilyedinburgh.co.uk](http://www.tigerlilyedinburgh.co.uk)

### 29th SEPT

**09:00 until late** Industry leading talks and opinions on how MASS will shape our world in the future, followed by a late lunch and departures.

Members should book their place via the UKMPA website [ukmpa.org/ukmpa-events](http://ukmpa.org/ukmpa-events)

**We are offering an Early Bird Discount for members who book before the 31st July 2022.**

**VENUE : MacDonald Holyrood Hotel and Spa – Edinburgh**

For more information and to book your place, please contact [events@UKMPA.org](mailto:events@UKMPA.org) or visit [UKMPA.org](http://UKMPA.org)



# “NOTHING TO DO WITH ME, GUV”

## A SURVIVOR'S TALE

Words by - Michael Grey

It was a perfect summer day with sunshine and smooth seas in Liverpool Bay in August 2018 as the Liverpool pilot boat, with pilot Iain Baird embarked, approached the inbound container ship. It was a large vessel, with a high freeboard and he could see that a combination ladder arrangement was in place, with the pilot ladder giving access to the lowered gangway.

The boat slid alongside and Iain, a fit 6ft 2in marathon runner, put his weight on the pilot ladder tread two or three steps above the boat and prepared to climb. He had climbed no more than one further step, taking him a metre or so above the deck of the launch, when the ladder parted at the ship's sheer strake and cascaded on top of him. He fell heavily with his back

across the pilot launch rail. He was immediately conscious of severe back pain, while he had suffered head injuries from the falling ladder.

It was not, as he recounts today, the most spectacular fall and he acknowledges just how lucky he had been. Another few steps up, before the ladder had parted and the consequences could have been infinitely worse, while a fall into the water, with some 225kilos of tangled pilot ladder on top of him, was not something you wanted to even think about. The ladder itself, subsequently retrieved from the sea by another pilot launch, appeared to be in good condition, but the even break gave the appearance of having been sliced with a knife.

In some considerable pain, Iain was taken ashore at once, where he managed

to walk into the Accident and Emergency department of the local hospital, where swelling and muscle damage was identified after examination and X-rays. The back pain persisted, although subsequent visits to his GP saw rest and exercise prescribed. As it transpired, when in the hands of a competent physiotherapist, he learned that the exercise had not been the correct treatment for such an injury.

It is good to report that Iain's accident resulted in support and many good wishes from the pilot community in the UK and in other parts of the world. He was anxious to get back to work, needing to prove that he could still do the job and to counter any fears about "whether I can go back up the ladder". Still in some pain, he was back at work a month after the accident and indeed, three and a half years after the incident, he still suffers from nagging pains in his back. He confesses that facing a climb up a long ladder, he feels a certain apprehension that was never the case before the accident. On a recent climb up the side of a ship, one of the magnetic clamps on the ladder came adrift, and the ladder twisted and jerked, he recalls reaching the deck of the ship "with my heart racing".

But it is what happened in the months and even years after the accident, that demonstrated to Iain that in such cases, the victim, who in no conceivable way can be held responsible for what had happened to him, will be effectively on their own, with as he points out, "doors slammed against them". Accordingly, he feels strongly that there is a need for far more awareness among his fellow pilots about just what they may be up against in the case of such an accident.



// The ladder simply gave way

© Iain Baird

The accident, of course, was reported to the Maritime & Coastguard Agency, which asked for the ladder to be stored at the pilot launch station to aid their investigation, although it was never subsequently examined, while the launch crew were never interviewed, and no clarification was sought from Iain Baird. The master of the ship was interviewed by the MCA and statements, which were never verified, claimed that the launch itself had “pulled down the ladder”, as it ran alongside.

Iain, who was, of course, the closest witness to the incident, states that this was not the case, but it was clear that the MCA inspector accepted the ship’s version of events and looked no further. The pilot launch operator refused permission for their own crew to make statements about the accident to Iain’s solicitor. The Marine Accident Investigation Branch, which would have been obliged to investigate had this been a fatality, clearly concluded that it was not sufficiently serious to require their intervention.

#### **What about the pilot’s own insurance scheme –surely they would be active on their member’s behalf?**

Sadly, as Iain discovered as he gradually started to learn things that he had never really appreciated, the scheme provided only for compensation if he was unable to work as a pilot again, or in the event of a fatality. It was as he describes it, “all or nothing” and in his case it was the latter.

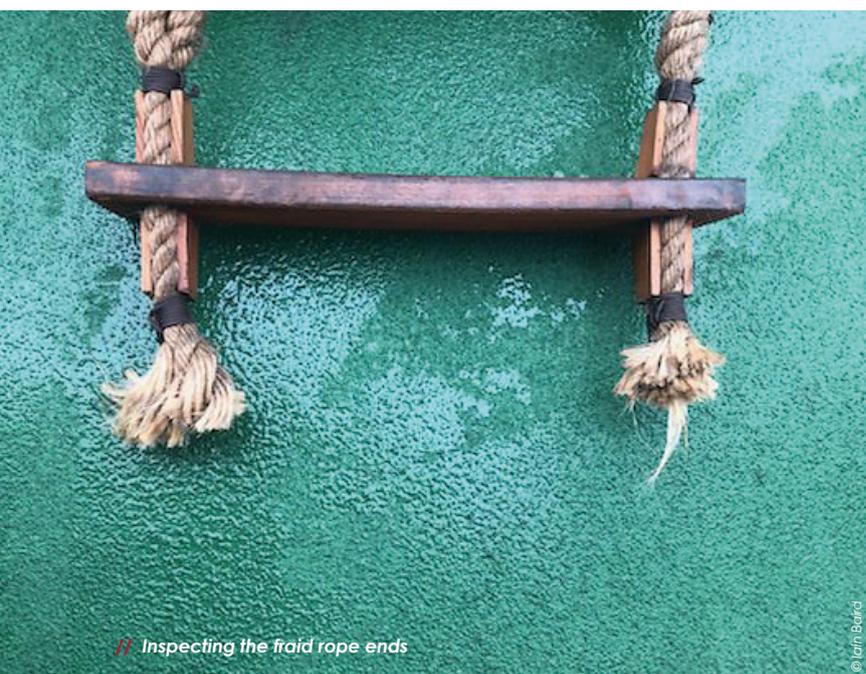
For insurance covering loss of earnings, and pilots may not know this, you need to buy full cover.

Iain is a Unite member and the union provided him with a solicitor to progress his claim for compensation. For him, it was never about the money and the sums were modest, but as the victim, completely blameless in these proceedings, he does not see why he should be out of pocket. His solicitor was not a maritime specialist, but found that the claim was resisted by one of the major London law firms acting for the shipping company and represented by a master mariner. It seemed something of a “David & Goliath” action, as the opposition endeavoured to minimise the severity of his injuries, suggesting that this was proved by his swift return to work and the limited extent of his seeking help from the GP. Iain reflects that in his efforts to get back to work he had not been “doing myself any favours”.

In the event, the action was settled in the week before it was due in court, three and a half years on from the accident. This left Iain feeling rather flat, as he felt that his “day in court” might have enabled him to air so many of the issues that his experience had demonstrated. On reflection, settlement might have turned out to have been the better course. He still suffers from nagging back pains, but hopefully will, as time passes, be less apprehensive, as he puts his weight on a ladder.

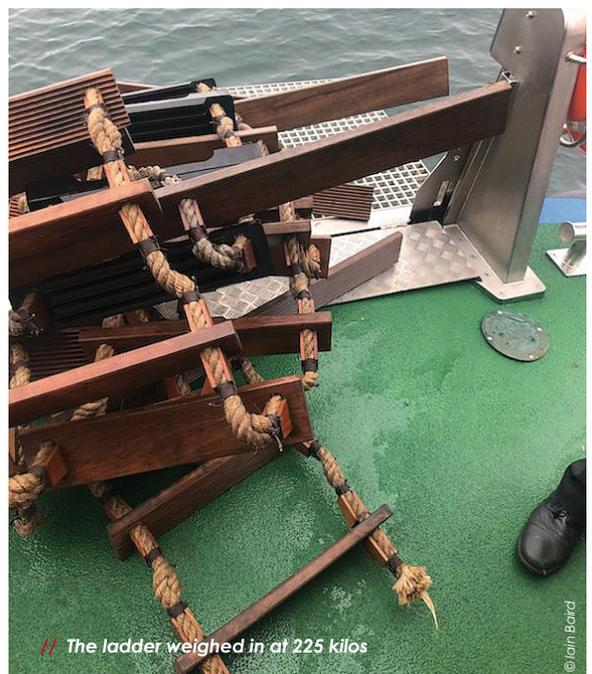
But for the individual pilots, who might find themselves in a similar situation, there are surely lessons to be learned from Iain’s experience. For a start, the odds are stacked against the victim, with all the other interests fiercely intent on avoiding any liability for what might have happened. Indeed, the prevailing attitude might be summed up as “nothing to do with me, Guv!” Big companies will also employ heavy legal firepower to minimise the extent of their liabilities. For anyone taking the sort of risks routinely taken by a pilot, who finds it unavoidable to risk life and limb just getting to and from work, the most comprehensive insurance ought to be considered. Working pilots ought to perhaps better understand the role of the MCA, the MAIB and their limitations and that of their own association the UKMPA.

Meanwhile, Iain is back at the day job. He is cautious about the standard of seamanship he sometimes sees aboard ship with sharpened awareness of the limitations of people who need tuition on how to tie a rolling hitch. But his experience, of somebody who finds that he is “on his own” after an accident not of his making, deserves a bigger audience.



// Inspecting the frayed rope ends

© Iain Baird



// The ladder weighed in at 225 kilos

© Iain Baird

# PTR BOOKLET

**A**s we approach the tenth anniversary of the implementation of the current regulations which apply to Pilot Transfer Arrangements, now is probably a good time to assess if they have made a positive contribution to pilot safety. In the first decade of the new millennium a number of high-profile fatal accidents occurred which led to a revision of the IMO SOLAS V Regulation 23.

Much of the focus of the revision process revolved around how to satisfactorily solve the problems encountered when utilising so called combination ladders where the point of access to the vessel is over nine metres above the waterline. One of the problems with IMO Regulations is that they by necessity have to give sufficient instructions without stifling future innovation.

The 2012 Regulation required that the accommodation ladder within a combination ladder arrangement must be secured 'firmly against the ship's side', and also that the 'means shall be provided to secure pilot ladder and the manropes (if required), to the ship's side at a point nominally 1.5 m above the bottom platform of the accommodation ladder'. Despite opposition from Ship Owners Representative bodies, over the inclusion of the word secured, the content was agreed and should not prove too onerous for onboard compliance. Options include either utilising securing points set into the ship's hull, or the use of securing magnets.

Also included within the Regulation was a requirement for vessels which use so called 'embarkation platforms', commonly referred to as 'trap door arrangements' for the pilot ladder and man ropes (if required) to be 'rigged through the trapdoor extending above the platform'. Unfortunatel, this requirement, which was first mentioned by IMO Resolution 426 in 1979, continues to be ignored and led to the tragic, avoidable death of a Sandy Hook pilot in December 2019. This high profile,

avoidable fatality led to some pilot associations putting pressure on port authorities to accept that it is no longer acceptable for pilots to be expected to use these dangerous arrangements. UKMPA members have been at the forefront of this campaign to outlaw noncompliant trap door arrangements, this has resulted in shipping companies having to replace noncompliant arrangements or risk being denied a pilot.



**One addition to the Regulation which received very little notice, and which perhaps is worthy of further investigation is; SOLAS V Regulation 23 2.4**

All pilot ladders used for pilot transfer shall be clearly identified with tags or other permanent markings so as to enable identification of each appliance for the purposes of survey, inspection and record keeping. A record shall be kept on the ship as to the date the identified ladder is placed into service and any repairs

effected. When considered alongside the needs of the ISM Code the use of either a physical record book or an electronic version of a similar document would appear to be a sensible, workable solution to the requirement. When carrying out investigations into incidents involving pilot ladders this should be one of the first pieces of evidence that will be requested, however personal experience is that few companies and by extension vessels under their control satisfactorily fulfil this statutory requirement.

PTR Holland is a World-renowned pilot ladder manufacturer who continually endeavours to improve pilot ladder safety. One of their recent innovation's is the development of a physical 'Pilot Ladder Maintenance, Use, Replacement and Inspection Record Book', which does exactly what it says on the tin. The excellent publication they have produced leads the onboard safety officer or other dedicated ships officer who is responsible for onboard pilot ladder safety through the different steps required (pun intended). Instructions are given for the different stages from checking the pilot when first received ladder onboard to the ongoing inspections needed to ensure the equipment continues to be fit for purpose and safe. In addition to fulfilling the needs of SOLAS, the PTR booklet also gives a wealth of general guidance which should not only improve the life expectancy of a pilot ladder but will also help with giving ship's staff information which will improve safety consciousness in respect of pilot ladder safety. Without any exaggeration I would suggest that all vessels should be encouraged to use the PTR Holland Pilot Ladder Record Book as an integral part of their onboard Safety Management System regardless of who the actual ladder is manufactured by.

**Words by - Kevin Vallance**

## CONCLUSION

***So in conclusion did the 2012 revision of SOLAS Regulation 23 fulfill its aims? There is no doubt that the intentions of the revised regulations were good but still there are far too many serious injuries and deaths occurring, there were at least three deaths using pilot ladders in February 2022 alone. Too many times when ships are questioned about noncompliance's they reply 'but it's always been like that', or 'you are the first person ever to complain'. Maybe use of the PTR Holland record book by all vessels would be a step in the right direction.***

# Statutory Duty to Report



## DESTINATIONS

- MAIB Database
- MCA Southampton
- Local MCA Office
- Your CHA HM
- UKMPA
- You

## DATA USE

- Statistical Analysis Only
- THETIS & Enforcement
- Port State Control & Inspection
- Local Investigation & Records
- Statistical record of vessel ladder deficiencies available to members

THETIS = MCA Inspection, Targeting and Information System

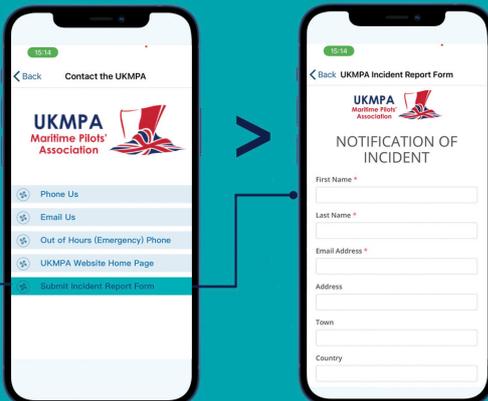
On average one non-compliant pilot boarding arrangement is reported every day.

Result of report submission

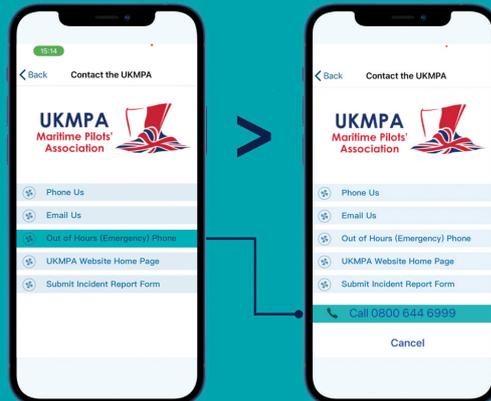
Confirmation of submission

## Incident report procedure

### Minor incidents



### Major incidents



Protect yourself... Notify, Notify, Notify, even if you think it's insignificant.



# AN UNUSUAL SET OF SKILLS

## MORE THAN JUST PILOTS



In this so-called enlightened age, nobody surely ought to travel to or from their place of work in fear of their lives. Maritime pilots should be no exception to this rule, but as they are inescapably aware, there are too many accidents associated with the safety of pilot ladders, which in most ports remain the only viable way of joining or leaving a ship. And despite all the regulation, supervision and publicity, it is a problem that never seems to go away.

The technical reasons for this don't need to be repeated, sufficient to suggest that improvements in basic seamanship would itself produce significant reductions. But pilots need to remain vigilant and exercise caution at all times. They also (and this is discussed within these pages), need to be absolutely sure that they have the very best insurance, to cover the varied graduations of accident which may, just possibly, befall them.

There are certain attributes that you tend to associate with pilots. The pilot provides the local knowledge - that goes without saying, but he or she also requires

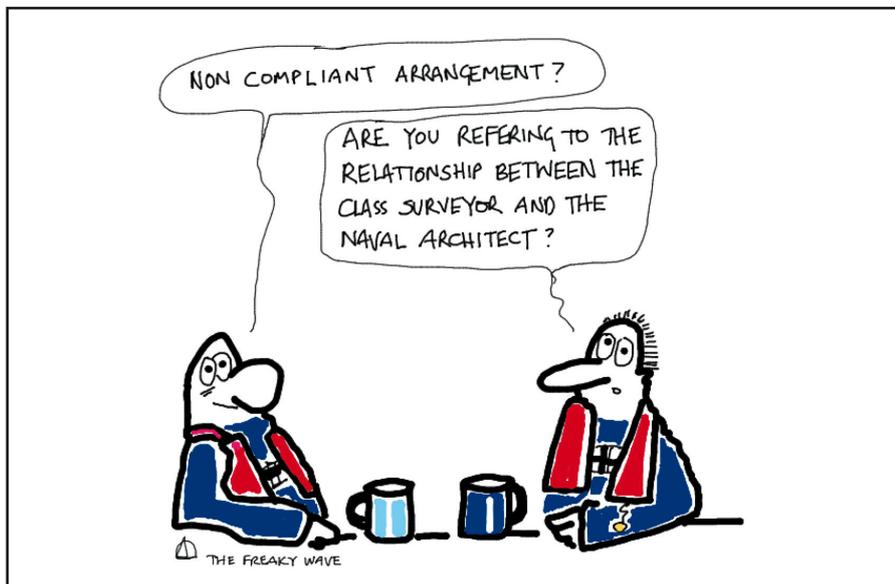
a degree of adaptability that may not be granted to many other mortals. In many ports, with what might be described as a "mixed trade", the pilot will smoothly segue, often within a very short time, from a giant of the seas to relative minnows, requiring a sense of spatial awareness that has to be infinitely flexible.

Pilots may alight the ladder of an inbound ship and be greeted with efficiency and professionalism radiating from the crew. But, in contrast, they will be unsurprised to enter the bridge and discover a "bridge team" composed of one exhausted master, who appears to speak no known language, but is nevertheless able to convey certain alarming facts; that the engine is suffering "fuel problems", there is nobody competent to steer and the windlass is broken. Or worse, when the pilot "self-discovers" these problems, as the passage from the sea to the berth progresses. An ability to be "calm under fire", might be useful in such circumstances, in a workplace where variety is the spice of life. And in a world where the bean-counters tell us that

everyone has to do more with less, pilots are no exception. Safety envelopes may well be contracting, with bigger ships and no more space to swing them in, with smaller rudders as ships are optimised for deep sea passages, and a lot more windage in many types of vessel. And there will be a squeeze on the pilot's ingrained sense of prudence, with a demand to get the ship in and out of the port faster, and the same bean-counters pressurising the master to do without that additional tug. True, the modern pilots may have good communications and tip-top portable pilot units to leave them in no doubt as to the ship's position, but it might be suggested that there is probably more aboard the modern merchant ship to go wrong, and as that immutable law of Murphy informs us, it probably will.

And while a few anecdotes retained by this mariner turned journalist do not amount to evidence, it is worth recalling the case of the pilot boat racing out to an inbound coaster and the pilot leaping aboard to discover, with the ship a mile off the breakwater, that not a soul on board was awake. The alarming characteristics of modern engine management systems, with a mind of its own, and a worrying need to go into shutdown mode, if it thinks the water is too shallow, are a rather newer phenomenon. It is also depressing to hear of masters who have been so "disempowered" by their shore managements that they have to seek permission from ashore to drop, or weigh, the anchor. You might say that danger, doubt and indecision are all part of a day's work for a 21st century pilot. But shouldn't life be rather more certain?

Words by - Michael Grey





# REMEMBERING DAVE DEVEY

**D**ave Devey died on the 16th of January 2022 shortly after his 80th birthday at the Royal Liverpool Hospital. He had been ill with cancer since the early part of last summer. Fortunately, he managed to complete his autobiography, entitled "To Be a Pilot", which will be published in due course. He was a time served Liverpool Pilot, initially going to sea with Alfred Holt & Company, and then completing his apprenticeship on the Pilot Cutters in Liverpool Bay for the following six years. He served as a Liverpool Pilot for over forty years, barring two years piloting on the River Nunez, Guinea, West Africa.

In 1990 he became a pilot representative, three years after the 1987 Pilotage Act, and in 1992 became the senior representative to start the long fight to return the Pilotage Service to its time honored status of self-employment given up in 1988. He also served as a member of the UKMPA's section committee. He led the pilots through the five years of 'warfare' with the ports harbour authority, and it seemed everybody else until 'victory' on the 1st of June 1997 when the Liverpool Pilots became once again, independent professional men.

His greatest disappointment came when the tragic mis-read of section 4(2b) of the 1987 Pilotage Act, by most of the

1942  
2022

UK pilot services, led to over seventy percent of the pilots becoming employed with consequent loss of status, earnings, and pension rights; including Liverpool.

His greatest satisfaction came when on June 1st, 1997, we finally took back the Liverpool Service into our own hands. It was quite a journey including seeking the help of local MPs, and of course the T&GWU, leading to the creation of the new service, Liverpool Pilotage Services Limited, surely a model for other services. He always believed this would happen.

The retired Liverpool pilots post 1997 enjoy a good pension because of self-employment, and the serving pilots have a prosperous and secure future. He also helped the Belfast pilots achieve self-employed status and in thanks his name adorns their pilot office by way of a commemorative plaque.

He was also awarded the Merchant Navy Medal in 2007 for services to UK and European pilotage and received a commemorative medal from the Liverpool Pilots in 2021, fifteen years after his retirement in 2006.

He always believed that the employed pilot, would follow our lead and claim back their rightful status.

## *T.E Crowe Liverpool Pilot Rtd*





# BELFAST LOUGH PILOTAGE SERVICE



**A**t present, the company consists of 12 members, 9 full tonnage unlimited pilots and 3 junior pilots progressing through the joint BLPS/BHC Pilotage Training Programme.

All members are STCW qualified Class 1 Foreign Going Masters, with various expertise such as tanker, fast crafts, towage etc.

Pilots work to a roster of 1 week dayshift/1 week standby/one week nightshift followed by 3 weeks off duty.

In addition to Belfast Harbour, we also provide Pilotage services to the port of Larne and the privately-owned jetties in Belfast Lough. Belfast Harbour averages 4000 Pilot movements per annum ranging from coasters to panamax bulk carriers and an ever-growing fleet of cruise vessels full of tourists looking to soak up the lovely Belfast climate.

The famous Harland and Wolff Shipyard that was saved from being closed a couple of years ago is now

actively looking for contracts to utilise their facilities in Belfast Harbour.

The 2 large dry docks provide us with some interesting projects such as oil rigs, FPSO's and dead ship movements of vessels over 300 meters.

BLPS works closely together with BHC management and provide marine expertise as and when required as well as taking the lead in project movements such as the recent dry docking of the LNG tanker Eduard Toll.

Some members took centre stage during the filming of the BBC UK programme Coast and BBC NI programme about Belfast Harbour.

According to Belfast Harbour Management the future looks bright and that is good news for the Belfast Lough Pilotage service.

*Greetings from all of us in Belfast and stay safe / Gerard van der Klooster / Belfast Pilots*

# THE PATH TO SELF-EMPLOYMENT

**O**ur particular journey began as a result of a simple employment pay claim. A few years later with a legacy of attrition and frustration put behind us we signed a contract on Dec 1st 2006 immediately changing my role from the employed shop steward/ lead negotiator to the Chairman of the newly formed Belfast Lough Pilotage Services Ltd, comprising of self-employed pilots. Our company set up was based on the successful and established Liverpool pilot's model.

Our initial negotiations were never intended to set us on a path to such a fundamental change. However, as time went on it became obvious that a radical rethink was needed, and all options were then considered.

I accept that one of the major stumbling blocks towards self-employment is to get the interested parties invested in the idea. In a Harbour Authority area, with a history of employed pilots, the concept may seem alien and cause trepidation or uncertainty. But is a legitimate option. It is a tried and tested system throughout many Ports in the UK. Ports such as Liverpool, Bristol, Hull and of recent years, Belfast, have established track records and are successful models of business based on the concept of self-employment.

Contracts of Service for these Self-employed pilotage services will naturally need tailoring to the particular needs and wants of a given Port, but the fundamental principal is that of mutual benefit for the Harbour Authorities and the Pilots



based on the principal that productivity is linked to profitability.

Ergo if the port gets busier with pilotage, then both parties' benefit in an agreed and proportioned appropriation of the profits/surplus. This must be a mutually agreed proportion or it will simply not work. A contract with an unfair or perceived unfairness will not stand the test of time. Likewise, should business decline then so too will remuneration. Herein the Pilots and the Harbour Authority experience the loss together.

Obviously, some sort of lower limit, or "safety net", on recompense may need to be agreed, should recessions or other major world changes render the level of service totally unreasonable for the level of remuneration.

In an employed setting the Harbour Authority, may at this point, reluctantly look to complicated redundancy procedures with the usual union input. This is not an issue within a Self-employed service. Many contracts will stipulate an agreed manning level and if this is delivered then the contract holds, and the Harbour Authority need do nothing. However, the Pilot Service, whilst providing such a level, should have

in-built flexibility within its manning rota to maintain such a level without the need for an immediate reduction in numbers. The Pilot company can in addition, manage their recruitment and retirement processes to adjust their numbers to suit the current and forecasted business levels, in line with contractual agreements. In Belfast we recently experienced five pilots retiring together within a short period of time. This change-over was achieved seamlessly with no impact on agreed manning levels. Our recruitment process, in tandem with our intimate local knowledge of the candidates available, was essential for this feat.

## The world of Mariners is a small and somewhat specialist club!

Whilst on the matter, the subject of pension management and/or changeover will naturally be an area of concern during contract negotiations. This will be best aided by independent professional advice particular to each Port.

There will be many questions and worries voiced by parties wishing to adapt or consider the changeover to Self-employed pilotage services.

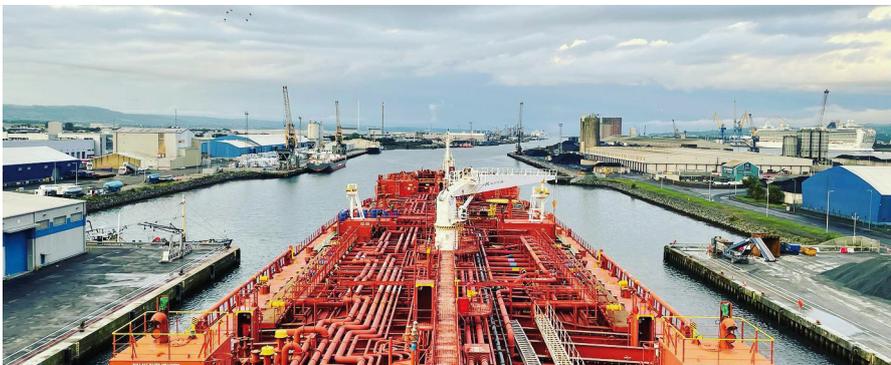
Too many to be addressed within this article, but rest assured, there is probably no problem or experience that has not been tackled and resolved by the self-employed business models and still they continue successfully.

**Just ask!** Many pilot companies have achieved self-employment. I have seen none return to employment nor any Harbour Authorities wish to return to the old status quo.

**Why?** Because it works. It is mutually beneficial and fosters a respectful and positive partnership

**Has it worked for us? Oh yes!** P.S. Should anyone want any advice on the matter I would willingly assist and continue the legacy of Dave Devey (Liverpool Pilots) a friend and a great proponent on the benefits of self-employment.

Liam Magee / Belfast Pilots



I HAVE LEARNED THIS!  
THERE IS NO "ONE PATH" TO ACHIEVING SELF-EMPLOYMENT

# BOW THRUSTER EFFECT ON SHIP'S HEADWAY

By Capt. Hugues Cauvier

## TO PUBLISH OR NOT TO PUBLISH

Usually, the reason to publish a technical essay is twofold. First you want to share findings with your peers. You hope that the ideas can be

discussed and validated, that the added knowledge might one day play a part in improved professional acts. Secondly, you are seeking a date stamp, proving that you have expressed your ideas at a given moment. There is no patent for theories. The only retribution they bring is the recognition of authorship. If someone pretends that he or she figured it out before you, the burden of proof is on

them and the date of issue of an article is a solid argument to back your position. My wife suggested a third reason to publish that was vaguely rhyming with self-glorification. I skilfully deflected that observation by telling her how beautiful she was and how I intended to wash the dishes and do the laundry for the rest of the month.

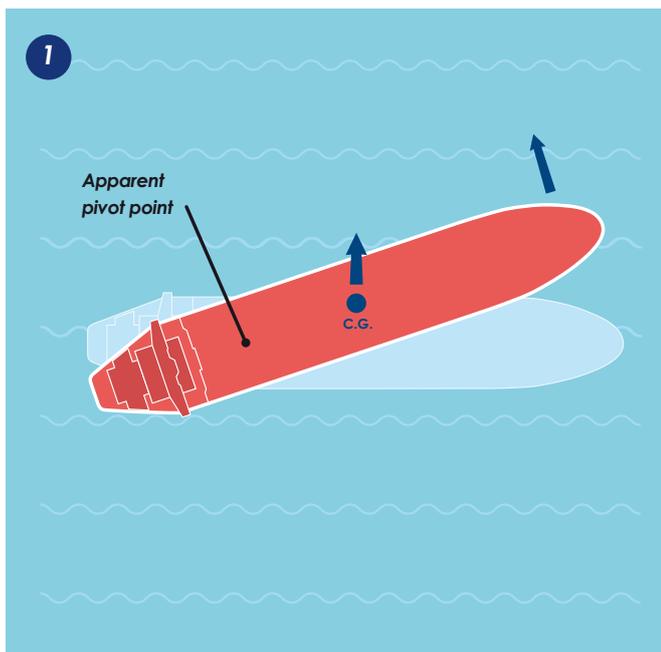


Fig. 1) In this example, when you start thrusting, the combination of the rotation and the translation move the centre of gravity in a northerly direction.

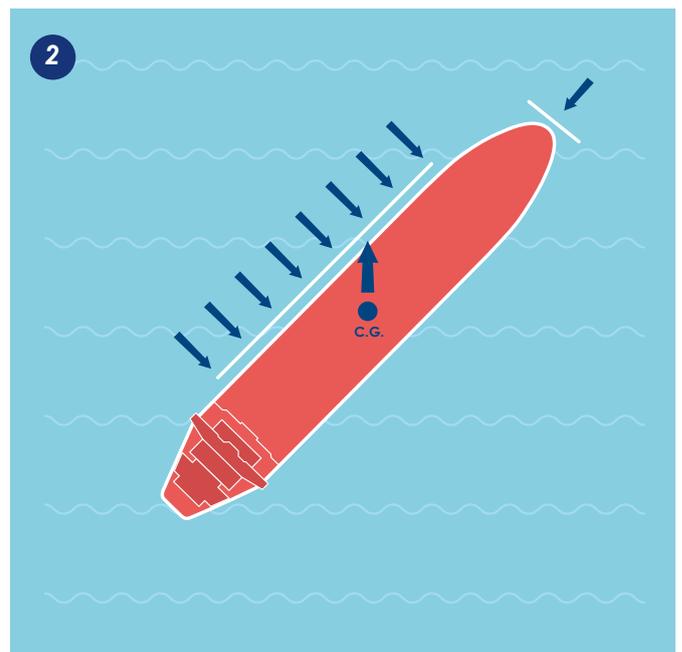


Fig. 2) As the ship drifts with an angle, water resists to side movement more than to headway.

Promoting new views on a subject having a long history like ship behavior can be a slippery task. As convinced as you may be before writing, you can't help wonder: why someone hasn't come up with it already? Will it be shredded to pieces because key points were missed?

These thoughts are sure to wake the butterflies in the stomach, but the preparation of a technical demonstration remains a thrill. So, I'll give it a go, and try to shed a different light on a ship handling phenomenon: why the use of bow thruster can cause ships to gain headway?

## BOW THRUSTER AND SHIP'S HEADWAY

It is common for pilots to realise, when the bow thruster has been in action for a while, that not only the ship turns but it also gains forward speed. A common explanation is that the low pressure created at the suction of the bow thruster would pull the ship ahead. This effect can also occur when turning the ship with the push of a tugboat or a rope pulling at 90°

(on a small-scale vessel). In these cases, though, no area of low pressure is acting on the hull. The explanation has to lie somewhere else.

Here is a different approach. Apply a side force on a vessel. The resulting movement is the combination of two motions: the rotation and the translation (lateral movement). In our case, the use of the bow thruster changes the position of the vessel as in figure 1. The bigger part of the vessel, including the centre of gravity, starts moving North. As the ship drifts with an angle, the water resists more on the side than at the bow. (fig. 2). The direction of the centre of gravity is also more and more aligned with the ship's heading (fig. 3). Those two factors help the buildup of forward speed.

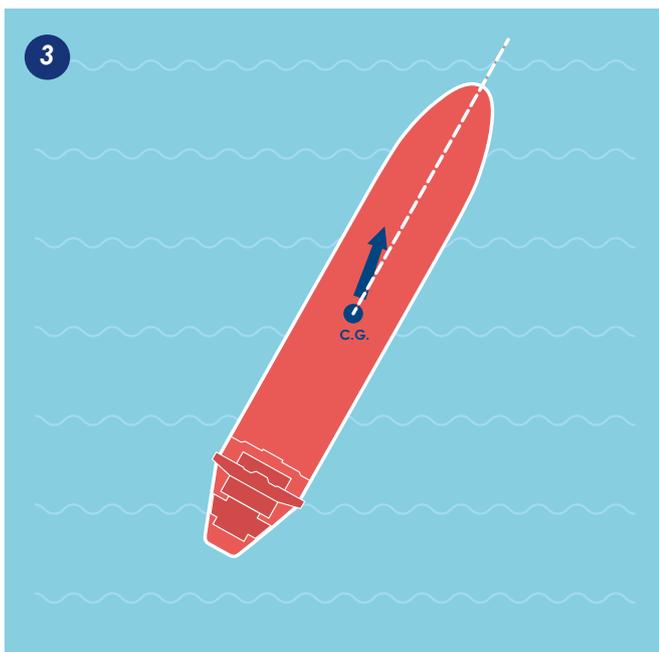
In the case of a side force applied at the stern of a ship, the same principle applies. The azipod, the stern thruster or the pushing tug can, in addition to the desired swing, create sternway.

**A detailed animation and video of the above demonstration can be seen here:**  
[youtu.be/WnllZhu2cl4](https://youtu.be/WnllZhu2cl4)

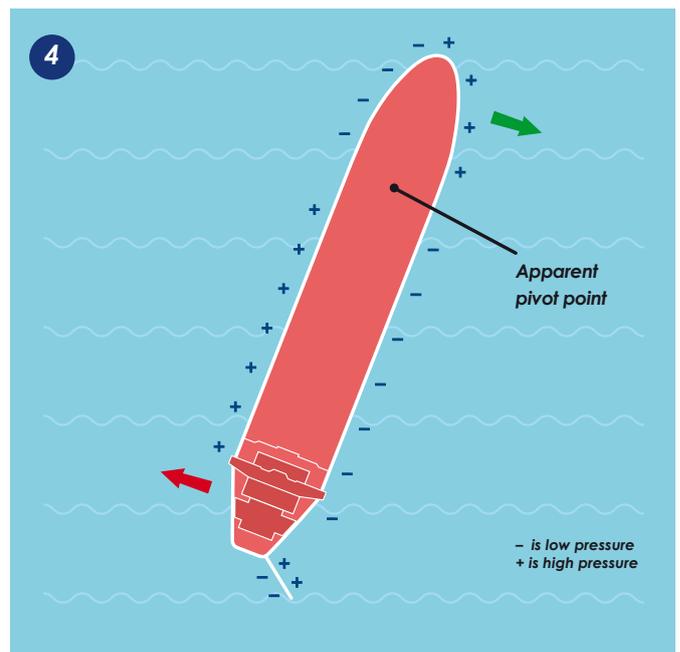
## ADDENDUM

*It has been a few years since the publishing of "The Pivot Point?" in The Pilot October 2008.*

*One of the consequences of the concept is a need to refresh the representation of the water pressure around the hull in ship handling books. The diagram showing positive pressure on the port bow when a ship turns to starboard is a classic. It was the cornerstone of the previous explanation for the shift of the pivot point. The bow is shown "leaning on" the compressed water, pushing the pivot point ahead. At ship handling speed, this pressure diagram makes little sense and should be corrected. The part of the ship ahead of the pivot point is moving to starboard and creates a void in the area of the port bow (fig. 4). So, negative signs should appear in that zone.*



**Fig. 3)** The direction of the centre of gravity is more and more aligned with the ship's heading. This and the higher resistance to side movement favor the headway.



**Fig. 4)** When a ship turns to starboard under helm, the port bow is an area of relatively low pressure.

# REMEMBERING STEVE MASON

**H**ere on the Tees, we are very sad to report the sudden death of our recently retired colleague Steve Mason. This followed a short illness and spell in Hospital. Steve leaves his wife Deborah and children Alexander, Samantha and Victoria.

Below are some words from Steve's friend and crewmate John Fielding that forms a precis of his recent eulogy.

Steve loved his job as a pilot. He loved the camaraderie and banter that went with it. He could give it and take it with good humour.

It's said that no one dies wishing they had done more work. I think that in Steve's case, that wasn't true. Although he didn't enjoy night shifts – who does – and was looking forward to the freedom of retirement, I think it was with some reluctance that he set 1st January 2022 as his official retirement date.

He was learning to sail his new boat and had invited his crew mates for a little holiday in April at its moorings in Spain. There were walking holidays planned and he was anticipating a well-deserved break. And that's what's so galling. He didn't get his quality retirement. It's unjust, and I know a lot of people feel angry about that. There is also a bitter irony in that no one can recall Steve ever being off due to sickness. He was a man who turned to regardless of how he was feeling and insisted on doing his share of the work.

In November Steve started to experience the first symptoms of his illness. It was clear that his mobility was affected,

and he became fatigued easily. Testament to Steve, he was determined to complete his last 3-week rota and didn't want to be remembered for retiring on the sick. With the doctors blessing he chose his ships carefully, and with great personal effort piloted them as usual. I think he actually did the most jobs of the watch during that rotation.

Steve started with the pilot service in 1995. Prior to becoming a pilot Steve joined BP tankers at the age of 16 and had a spell working on Survey vessels in the North Sea before returning to Gas tankers where he was promoted to Captain at the age of 30. Something he was very proud of. Following the birth of his first child in 1994 he joined P&O ferries before joining the Tees Bay Pilots.

He took his turn on the co-operative's committee and served as our Treasurer for several years. As a pilot, Steve took his role seriously. He planned and risk assessed his work and undertook his jobs in a controlled and precise manner.

One of my colleagues says that a successful act of pilotage encompasses several elements: Skill, knowledge, confidence, communication, bullshit and luck. You can have them in any amount, but together they have to add up to

100%. Steve's jobs all added up to 100%.

He was justifiably proud of his safety record, and in his entire career had only submitted one damage report, and that was in his last 6 months.

On a ship, he interacted with foreign crews very well, and had a few stock phrases in Korean, Russian and Tagalog. We were never sure if they had the meaning that Steve intended, but they caused a giggle nevertheless.

I'm going to miss Steve. The watch is going to miss Steve and so are his other colleagues. Indeed, he will be missed by many people – but not forgotten. Steve was fundamentally the best type of person – a proper gentleman, caring and generous when it mattered. He was a good friend, a reliable colleague and a bloody good pilot.

Steve phoned me the day before he died, and before he went into intensive care. There were others he wanted to talk to, but he realised he didn't have the strength or time for that. He was massively understating when he said he felt "a little bit buggered at the moment". I genuinely thought he would be OK and pull through, and hope I gave him some reassurance.

But he was preparing for the worst. And true to form was more concerned about everyone else. And he still managed to make me laugh.

He described himself then, and often before, as a fatalist. Whatever was going to happen would happen.

**Words by - John Fielding**

1960  
2022

BUT HE DID GIVE ME ONE LAST PIECE OF ADVICE:  
“DON'T WASTE YOUR LIFE, JOHN. ENJOY IT” I'M GOING TO TRY  
AND DO THAT AND HOPE YOU CAN ALL DO THE SAME.



# THE CLEARING TIDE

**M**any of you reading this review will have enjoyed John Curry's autobiography, *East a Half South*, covering his 49 years as a Liverpool pilot from initial induction on the cruising cutters at the age of 16 in 1960 to retirement in 2009 which was published in 2013.

Having been both surprised and delighted at that book's success and having had requests for a sequel John has now published, "The Clearing Tide", which is actually more of a companion volume so it can be read as a stand-alone book although I highly recommend *East a Half South*.

With such a long career as a Liverpool pilot the book details the particular skills required to safely

handle the wide variety of ships visiting the port. For readers who aren't pilots these chapters serve to explain why pilots have been and still are, an essential safety element of a ship's voyage.

During the 1980's the world's trade underwent dramatic changes as container ships replaced traditional cargo ships and the increasing size of container ships and faster port turnarounds resulted in the pilotage service having to adapt accordingly, especially since 1988 saw a new Pilotage Act place UK pilotage under control of the Harbour Authorities which saw the pilots forced into unwanted employment status. John was at the forefront of the successful campaign to return to self-employment status and for drafting new working practices and he can be proud of

the fact that these were successfully implemented and still underpin the service today.

In addition to his pilotage service John has been a volunteer with the RNLI's lifeboat station at Hoylake and West Kirby and is now Chairman of the that Lifeboat Station's Management Group. Again, John has been involved in liaising with the RNLI head office in order to ensure that the station has the appropriate craft and equipment.

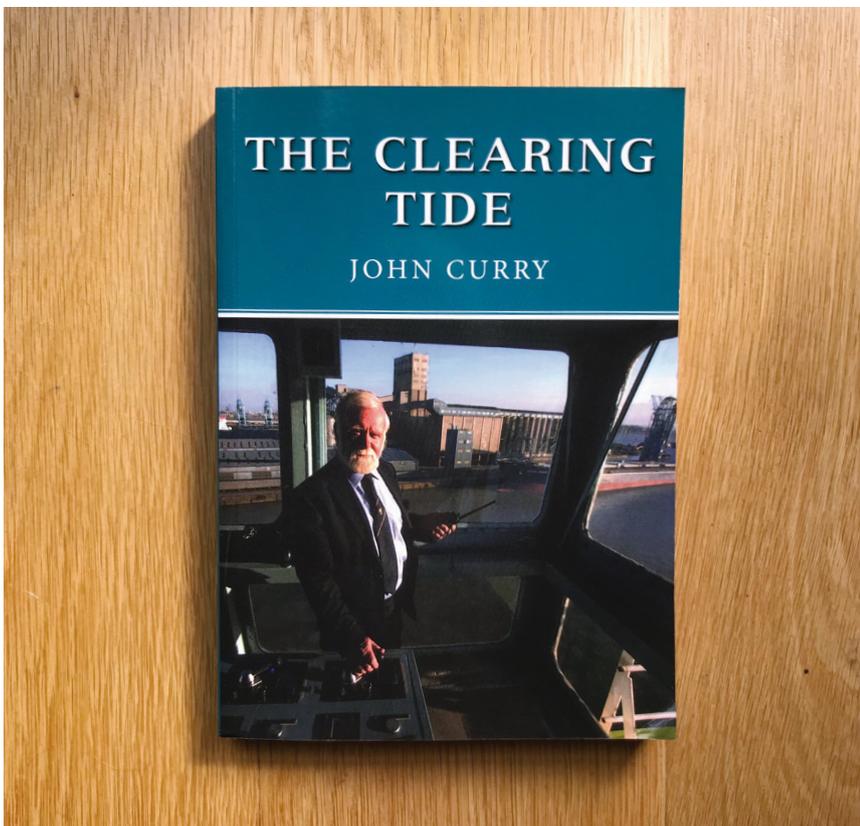
In addition to his maritime activities John also has a passion for history and poetry and between ships John studied at Liverpool University and obtained an Honours degree in French and German. He's also undertaken research into the origins of Liverpool and its port which is included in the book.

John's interest in poetry led to him joining with others to set up a poetry group and such was the success of the group that John and his wife, Gill, hosted and became friends with, some of the most famous names in poetry.

In conclusion, this is a fascinating autobiography that compliments *East a Half South* and makes for an enjoyable and interesting read especially for pilots since, although all our ports are different, we share the same generic skills and frequently the same ships! John states that his aim was to "let the currents of my mind take me where they would" and with the factual accounts and anecdotes of life on deep sea voyages, pilotage and life in general he's definitely achieved this. A great read indeed.

If you haven't already read *East a Half South*, I reviewed it for *The Pilot* magazine which can still be read at the following link. [www.pilotmag.co.uk/book-review-east-a-half-south-john-curry](http://www.pilotmag.co.uk/book-review-east-a-half-south-john-curry)

**Words by - John Clandillon-Baker  
Retired Port of London Pilot and  
ex-editor of *The Pilot*.**





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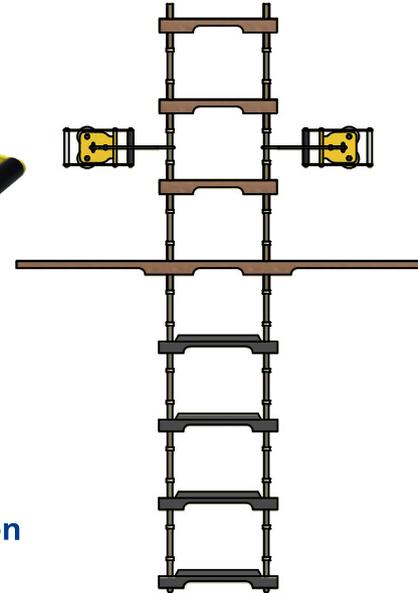
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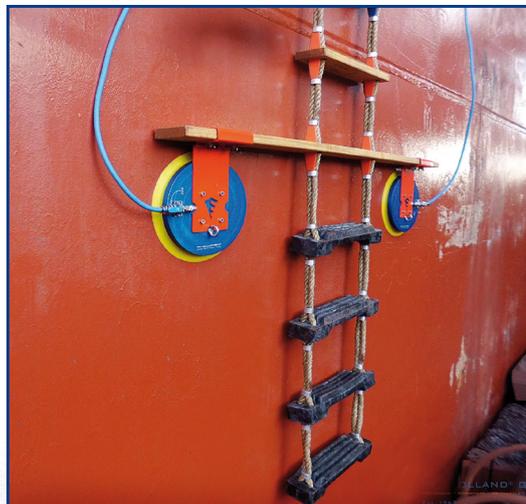
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