



MERCHANT NAVY WELFARE BOARD

Annual Report 2014



2014 Merchant Navy Medal Recipients at Trinity House, London

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Forward from our Patron

In 2014 I was delighted to accept an invitation, from its Council, to become the Patron of the Merchant Navy Welfare Board. As a former seafarer and later in my capacities both as Secretary of State for the Environment, Transport and the Regions and more latterly Deputy Prime Minister, I have long been aware of the importance of the role of the Board in co-ordinating and supporting the work of those charities serving the merchant shipping and fishing sectors.

Along with our long maritime history has come a tradition of caring not only for our own seafarers and their families, but also those visiting our ports from overseas. Much of this is thanks to the work of the maritime charities and the Board is seen as a very important part of this structure. It is no accident that its role, including that of managing Port Welfare Committees, has been recognised by the International Labour Organisation, which has used it as one of the templates within the Maritime Labour Convention, 2006. I was therefore particularly pleased to learn that it had been asked to manage a pilot project on behalf of the International Seafarers' Welfare and Assistance Network (ISWAN), funded by the ITF Seafarers' Trust, to assist the establishment of similar organisations in other parts of the world.

As Patron I was delighted to attend part of the Board's biennial conference for its Constituent charities and Port Welfare Committees in November. This gave me a better insight into many of the issues and challenges faced by both seafarers and those who support their welfare. Most importantly I was struck by the enormous amount of understanding, dedication and commitment by both the Board itself and its members.

In conclusion I would like to commend the Board's 67th Annual Report to you which outlines, at least in part, the unique and essential role of the Board.

Lord Prescott

Chairman's Report

On behalf of the Board I was delighted to welcome The Lord Prescott to our biennial Seafarers' Welfare Conference on 6th November and to formally announce that he had graciously agreed to become our first Patron in our 67 year history. A former merchant seafarer, he was the Member of Parliament for Hull East for 40 years and joined the Lords in 2010 as Baron Prescott of Kingston-on-Hull. He was First Secretary of State and the longest ever serving Deputy Prime Minister. As Secretary of State for the Environment, Transport and the Regions, he was instrumental in introducing the UK Tonnage Tax which resulted in significant benefit to the shipping industry and the UK economy. His support for the work of the Board and seafarers welfare is gratefully acknowledged and appreciated.

You will read in the following pages examples of the work of the Board and the services it provides to both its Constituent members and Port Welfare Committees. I am pleased to report that, in doing this, it continues to successfully meet all of its charitable objectives.

The amount of project work being undertaken has increased in recent times and two important examples include; exploring ways of increasing funding from port levies to benefit local welfare facilities; and assisting the International Seafarers Welfare and Assistance Network (ISWAN), to establish welfare boards and Port Welfare Committees on a global basis. As always the Board is pleased to work with its partners and share our extensive knowledge, skills and experience as widely as possible.

The Financial Accounts show that our balance sheet remains sound and in line with our strategic plan and investment policy.

The Board, of course, exists to support its Constituent members who provide welfare services and facilities to seafarers and their dependents. This is achieved by the goodwill, cooperation, energy and hard work of many people. These include our Port Welfare Committees, whose understanding of what is happening locally is vital; my fellow Trustees, whose wisdom and vision guides our course; and in particular, David Parsons and all his staff in Southampton, without whom the MNWB would not be the successful organisation that it is today.

My grateful thanks to them all.

R J Jones

Chairman



Chief Executive's Introduction

Early in 2014 the Board completed a long-term review of its strategy which has set the course for my colleagues and me over the next few years. This clearly identified the increasing importance of the support we give to both our Constituent charities and Port Welfare Committees. Further into the report readers will see the large amount of project work now underway which I believe demonstrates both the need for this and the confidence that our members have placed in our small but highly dedicated team. The workload is now such that the Council readily agreed to fund a new member of staff to support these projects and this has been a huge help in enabling us to move forward.

It is also pleasing to report that, in 2014, we have been able to award just over £0.25m in capital grants. The fact that we can now award grants of around £5,000 throughout the year is obviously greatly appreciated as it allows our members to undertake small projects without a long delay. In addition we are seeing increasing interest in our grants of up to £1,000 for each Port Welfare Committee to use in raising awareness locally.

In over 21 years with the Board I have seen a large number of changes within the maritime charities, but now more so than ever before. Much of our work now evolves, directly or indirectly, around technology. Communications with home for working seafarers is increasingly via their laptops, tablets and smart phones. In some ports we have helped to facilitate this by providing grants for Wi-Fi that enables seafarers to contact home on a 24/7 basis. Twenty one years ago they were dependent on scratch cards and phone boxes! A new pilot project to loan older people computers and easy to use software shows great promise, particularly for those who are housebound and often lonely. We are also very pleased to work in partnership with the Watch Ashore on a project that is linking up wives and partners of seafarers via social networking sites; the potential benefits of this mutual support are enormous. These latter projects are supported by the Merchant Navy Fund. Finally I should mention the International Port Welfare Pilot Project we are undertaking on behalf of ISWAN. This is supplementary to our own work and as such funded by them. We are hugely committed to the benefits of Port Welfare Committees as we see the contribution that all 16 of ours make to our members and ourselves. Subject to further funding, the project is intended to launch other seafarers' welfare boards and port committees around the globe.

It only remains for me to thank our Constituents and Port Welfare Committee members for all their involvement, the Council for the huge amount of support they give to allow us to undertake our role and my colleagues for all their hard work and commitment.

Captain David Parsons MNM MNI

Chief Executive



Structure, Governance And Management

The trustees present their 67th Annual Report and the audited Financial Statements for the year ended 31st December 2014. The trustees have adopted the provisions of the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005) as updated in May 2008.

Mission Statement

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

Objectives

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

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

N.B. The wording shown above was amended by the Council on 17th July 2013 to better address the current objectives and summarises the formal Objects, a copy of which may be obtained from the Chief Executive.

Statement of Public Benefit

The objectives, activities, achievements and performance of the Board, which the charity undertakes for the public benefit, are clearly set out in this report. The trustees confirm that they have complied with their duties under Section 4 of the Charities Act 2011 of having due regard to public benefit guidance, published by the Charity Commission for England & Wales (the Commission), in determining the activities undertaken by the Board. In the interest of transparency, the trustees make the following statements on the two key principles of public benefit:

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

Nature of the Governing Document

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

Registration Details

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

Taxation Status

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



Registered Office

The registered office of the Board is
8 Cumberland Place, Southampton SO15 2BH

Telephone: 023 8033 7799

Fax: 023 8063 4444

E-mail: enquiries@mnwb.org.uk

Website: www.mnwb.org

Left: Merchant Navy Welfare Board offices in Southampton

Welfare Organisations Subscribing to the Constitution of the Board (Constituent Members)

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

N.B. These are not connected Charities within the meaning of the SORP 2005

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

Trustees and Membership of the Council

The Board's trustees are known as its Council. New members are appointed by Council, primarily on the basis of the skills and experience required to carry out their responsibilities effectively in the best interest of the charity. Details of Council membership during 2014 and changes to the date of this report were as follows:

Patron: The Lord Prescott

Chairman: R J Jones, re-elected to this position on 30.04.14

Vice Chairman: A M Dickinson, re-elected to this position on 30.04.14

Ship Owners' & Ship Managers Representatives:

Capt A Cassels (Appointed 20.05.11)

D Colclough (Appointed 20.05.11)

R J Jones (Chairman) (Re-elected 30.04.14)

T E Springett (Appointed 20.05.12)

Trade Union Representatives:

M Carden, RMT (Appointed 20.05.11)

A M Dickinson, Nautilus International (Vice-Chairman) (Appointed 20.05.12)

M Jess, Nautilus International (Appointed 19.10.11)

S Todd, RMT (Re-elected 30.04.14)

Voluntary Sector Representatives:

Lt Col I Ballantyne RM FCMI, Scottish Veterans' Residences (Appointed 20.05.12 - Retired 30.04.14)

A Campbell MSc BA FCMI CMgr MNM, Queen Victoria Seamen's Rest (Appointed 30.04.14)

Revd Canon K Peters, Mission to Seafarers (Appointed 20.05.12)

Ms D Thomas, Sailors' Children's Society (Appointed 20.05.12)

Cdre M Williams CBE RN, Shipwrecked Mariners' Society (Appointed 30.04.14)

Persons able to make a particular contribution of value to the Charity because of their specialist expertise:

Cdre B Bryant CVO RN, Seafarers' UK (Re-appointed 30.04.14)

G Lane, Chartered Accountant (Appointed 20.05.12)

The Board was particularly pleased to appoint its first Patron, The Lord Prescott, former Deputy Prime Minister.

The Board wishes to place on record its appreciation for the contributions made by all members of the Council and in particular to Lt Col Ian Ballantyne who was originally appointed on 22nd May 2007. He brought with him valuable experience in caring for the elderly and knowledge of Scottish charity legislation. He was replaced by Mr Alexander Campbell, Chief Executive of Queen Victoria Seamen's Rest who also brings to the Council a long experience of providing accommodation for elderly seafarers. The other outstanding vacancy was filled by Cdre Malcolm Williams, Chief Executive of the Shipwrecked Mariners' Society. He previously served on Council between 2004 and 2011 and brings valuable experience of supporting elderly, or infirm, seafarers and their older dependents. The Board welcomes these two new appointees.

Induction and Training of Trustees

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

Payments to Trustees

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

Conflicts of Interest

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

Company Secretary

Capt D A Parsons MNM MNI, Chief Executive

Professional Advisers

Auditors:

Sheen Stickland LLP
7 East Pallant
Chichester
West Sussex
PO19 1TR

Investment Manager:

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

Accounts Administration:

Winchester Bourne Ltd
4 Leylands Business Park
Colden Common
Winchester
SO21 1TH

Bankers:

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

Solicitors:

Blake Morgan LLP
Tollgate
Chandlers Ford
Eastleigh
S053 3LG

Staff

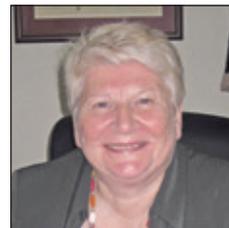
The Board employs eight full time members of staff directly in its work. Details of staff members employed during 2014 were as follows:



Captain David Parsons MNM MNI
Chief Executive



Mr Peter Tomlin MBE MNM
Deputy Chief Executive



Mrs Susan Newcombe
Port Welfare Committee Manager



Miss Sharon Coveney
Port Welfare Committee Manager



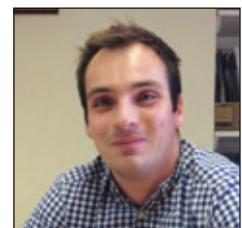
Mrs Sally Oliver
Welfare Manager



Miss Sarah Edward
Training & Office Manager,
PA to the Chief Executive



Mrs Louise Furber
Welfare Administrator



Mr Alastair Whitfield
Project Administrator
(joined 2nd June 2014)

Note: Over recent times the Board has taken on an increasing amount of project work on behalf of its Constituent members. Council agreed that additional staff support was needed and agreed a new post of Project Administrator with effect from June 2014.

Volunteer Help

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

Organisational Structure and Decision Making

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

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

Risk Assessment

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

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

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a revision of the risk profile is completed annually by the Chief Executive and includes positive confirmation that controls are in place to mitigate material risks.

Complaints Procedure

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

Financial Review

In line with the Board's strategic plan and investment policy this resulted in a planned deficit during the year amounting to £416,605 (2013 - £373,156).

Income from unrestricted resources for the year amounted to £388,044 (2013 - £429,902) whilst total unrestricted resources expended amounted to £804,649 (2013 - £803,058).

As detailed elsewhere in this report grants awarded in the year totalled £250,360 (2013 - £226,286).

Income in respect of restricted resources amounted to £343,915 (2013 - £118,138) and expenditure amounted to £207,823 (2013 - £117,447).

Investment performance is dealt with later in the report but the total realised and unrealised gains and losses amounted to £625,534 gain (2013 - gain £1,867,461) for the year. This has resulted in the value of investments under management increasing to £13,986,173 (2013 - £13,722,060).

Overall net assets stand at £14,325,229 (2013 - £13,980,208).

Reserves Policy

The Council annually reviews the level of the Board's reserves available to meet the on-going ability to finance administrative costs, services to Constituent members and grants. In order to determine and monitor the appropriate level of reserves, the Board assesses likely future demand for grants and services against income expectation. Council, when determining the financial forecasts, considers the appropriate level of reserves. The Board takes the view that the investments held as at 31st December 2014, with a value of £13,986,173 (2013 - £13,722,060) are adequate to provide income to sustain the current levels of demand increasing in line with the retail price index. From that amount a sum of £250,000 is considered necessary, as a reserve, to ensure that the Board can maintain its activities for a further year without interruption.

Income

Donations and Legacies

Whilst the Board does not actively fundraise amongst the public, it is always extremely grateful for any donations and legacies, which are fully utilised in support of its objects. During 2014 a total of £790 (2013 - £3,723) was received in donations, whilst legacy income amounted to £50,400 (2013 - £90,717). Two known legacies are awaiting settlement, each pending the sale of property. The Board does not work with any commercial participators.

Trading Subsidiary

The Board does not have any trading subsidiaries.

Investment Income and Policy

The Board agrees with its investment managers, Bordier & Cie (UK) PLC (formerly Berry Asset Management plc), an annual investment policy. Their investment management costs are based on the number of transactions each quarter together with fees charged for the management of the investment portfolio. Total costs amounted to £43,580 (2013 - £49,290). During the year the board received a refund of renewal commissions amounting to £17,854. This related to commissions charged in previous years and this has been deducted from investment management costs in the current year to give a net cost of £25,726 as disclosed in the financial statements.

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

The primary source of income is from investments and since 2007 a 6% total return has been a key part of the policy, which the Board accepts is a higher risk strategy intended to provide greater return. Whilst this continues to be maintained, it is reviewed annually and can be revised in light of needs and changing circumstances. A recent review indicates that, in reality, the numbers of older seafarers and their dependents are already showing a gentle decline which will begin to accelerate over the next 20 years. As a counter balance there is evidence that the individual needs for those receiving support are increasing. At the same time there remains an on-going need to support port based welfare services for working seafarers.

Portfolio Performance

During 2014 investments increased in value by 1.9% (against 11.1% in 2013).

The Asset Allocation as at 31st December 2014 was as follows:

	2014	2013
UK Gilts and Fixed Interest	3.5%	3.1%
International Fixed Interest	5.8%	6.0%
UK Growth	16.9%	13.6%
UK Income	18.0%	21.7%
Europe	11.8%	12.3%
USA	19.3%	21.8%
South East Asia	8.0%	7.7%
Japan	4.4%	0%
Property	6.7%	7.8%
Alternative Investments	1.0%	4.5%
Cash	4.6%	1.5%
	<hr/>	<hr/>
	100%	100%

Grants Added Back

Some grants were not fully expended and a total of £5,668 was added back into the Board's funds (2013 - £4,156).

Restricted Funds

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

- *Vehicle Replacement Programme Fund*
- *Emergency Grant Fund*
- *International Port Welfare Pilot Project*
- *Digital Inclusion Project*
- *Merchant Navy Medal Fund*
- *Watch Ashore Project*
- *Seafarer Support*
- *MN Memorial Database (now closed)*

Expenditure

Staff

As at the date of this report the Board employs eight full time members of staff directly involved in its work. No member of staff receives a salary in excess of £60,000.

Pensions

Following six months satisfactory service all members of staff are entitled to enter a contributory stakeholder pension fund provided by the Board and all those currently employed are included. The Pension Regulator has set a date of 1st March 2016 for auto enrolment and the Board is satisfied that it will be fully compliant with all the requirements.

Offices

The Board began a 10 year lease for its offices at 8 Cumberland Place, Southampton SO15 2BH in December 2010. These premises adequately meet the Board's needs both for now and for the foreseeable future.

Professional fees

The Board incurred professional fees in 2014 for legal services, audit and accountancy purposes.

Auditors and the Appointment of Auditors

The Board is required to have its accounts audited annually. Under the Articles of Association the Council is responsible for appointing the auditor.

Accountancy fees

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

General Expenses

Included in these are costs associated with the Royal British Legion's annual Festival of Remembrance 2014 which takes place every November (see under Achievements and Performance).

Membership of Organisations

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

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

Achievements and Performance

Services to Constituent Members & Port Welfare Committees

Introduction

In 2013 the Board began a long-term strategic review using the knowledge and expertise of both the trustees and staff. This took into account responses to questionnaires sent to all Constituent and Port Welfare Committee members seeking their views about current strategy and how they perceive the Board's future role. The review was formally concluded on 5th February 2014, when the Council endorsed the strategy for 2014/15, but also took into account anticipated longer term issues.

The Board's dedicated staff continued to pursue challenging initiatives in a very positive and constructive manner, and provided a high standard of service to its Constituent and Port Welfare Committee (PWC) members. A number of new projects were initiated, whilst others remained on-going.

The Board continues to encourage all those involved with its objectives to comment on its strategy and suggest areas in which it might provide additional support. The agreed strategy is circulated to all Constituents and PWC members for comment and suggestions, which it welcomes. Subject to the agreement of its Council, this can be amended at any time to suit current needs.

Website

The primary purpose of the website is to inform Constituents, PWC members and the wider public about its role and developments whilst, simultaneously, providing a point of contact for those people seeking support. Also included are downloadable application forms for the use of potential beneficiaries seeking help and Constituent charities applying for grants. It also contains links to other maritime organisations.

The Board has a page on the social media website Facebook; www.facebook.com/TheMNWB where it provides regular updates on its day to day activities.

In addition it manages and controls two other websites: Seafarer Support and the Merchant Navy Medal (see later in the report).

Welfare

Whilst the Board does not give financial support to individuals, other than in an emergency, it does act as a "clearing house" for those seeking assistance from other maritime charities. Experienced staff in the welfare department will arrange home visits by caseworkers and review all applications before directing them to the most appropriate sources of help.



Welfare Manager Sally Oliver with Julie Behan of Seafarers UK raising awareness of the maritime charities at a local shopping centre during Seafarers Awareness Week

Caseworker Home Visits

Caseworkers can assist clients with completing application forms and help to assess their circumstances. The Board, on behalf of its appropriate Constituent members, arranges home visits by a SSAFA, or maritime charities, trained caseworker. It reimburses SSAFA with any costs. During 2014, 195 visits were arranged by the Board (2013 - 263). The exception to this arrangement is the Shipwrecked Mariners' Society, which arranges caseworker visits directly, although the Board reimburses the Society with a grant to cover some of these costs.

Increasingly caseworkers, during home visits, find clients with virtually no basic supplies. Thanks to a small grant from the Merchant Navy Fund the Board is now able to meet the cost of supermarket vouchers that will help a client in the short term whilst their longer term needs are being assessed.

Register of Grants to Individuals

The Board has, for many years, maintained a register of persons who have applied for, or are in receipt of a grant from one of its Constituent charities. This includes both regular and one-off grants. The original purpose was to reduce duplication and avoid, albeit rare, cases of fraud. More recently the potential for the information contained in the register has been recognised by the Board and other MCFG members. All those involved in the sector recognise that the large reduction in numbers of seafarers during the latter part of the 20th century is now beginning to impact the numbers seeking financial support. Equally needs and the purposes, particularly for one-off grants, are changing. The register can provide demographic information and statistics such as annual numbers of those receiving and applying for help, geographical locations of seafarers (using postcodes), ages, sexes, marital status and purposes of a one-off grant. This will identify trends, enabling better future projections and provide demographic profiles, allowing maritime charities to better plan to meet future needs.

The Board would like to record its thanks to Mrs Sally Oliver and Mrs Louise Furber for their contribution to welfare support.

Data Protection

The above register and all other confidential information held by the Board fully complies with the requirements under the Data Protection Act 1998. The Board is registered for this purpose with the Information Commissioner's Office.

Emergency Grant Fund

The Board has become aware that an increasing number of potential beneficiaries have been found by caseworkers to be completely destitute with no provisions whatsoever. Utilising a grant from the Merchant Navy Fund, it is now able to request that a caseworker issues a supermarket voucher that will allow a client to purchase the bare essentials whilst their application is being reviewed for greater, sometimes longer term, financial assistance.

Seafarer Support

Equally important is Seafarer Support, a service that was, until 31st December 2014, an MCFG funded project. This is run and managed by the Board, enabling enquirers from an MN, RN or fishing fleet background to be referred, or directed, to the most appropriate sources of help. From 1st January 2015, whilst it continues to be part of the Board's role, it is being funded via direct grants from MNWB, Royal Navy & Royal Marines Charity, and Seafarers UK. MNWB staff welcome enquiries either on a Freephone number - 0800 121 4765 - or via the website; www.seafarerssupport.org where a search facility called the 'Maritime Charities Welfare Guide' is embedded. The Board is currently carrying out minor upgrades to the website and is engaging with social media to improve outreach. During 2014 Seafarer Support received:



- *Freephone Helpline - 522 calls (2013 - 482)*
- *Website - 12,102 unique visitors* (2013 - 11,100)*

* unique visitors are measured according to their computers' unique IP address and are counted only once, no matter how many times they visit the website.

The above figures demonstrate that increasing numbers of enquiries come via the Web, whilst the number of phone calls has also increased. There are more than 140 organisations covering 35 different welfare categories listed in the Maritime Charities Welfare Guide. The on-line search facility has generated 56,009 results.

The top 5 'searched for' categories of help in 2014 in order of priority were as follows:

1. *Grants to Individuals*
2. *Household Equipment Grants*
3. *Sheltered Housing*
4. *Emergency Grants*
5. *Welfare Advice*



Training Courses

The Board remains committed to providing on-going training courses for its Constituent and Port Welfare Committee members. These currently include:

- **Bereavement Awareness:** 2014 - One course was held in London for 16 delegates with a further course planned for 2015.
- **Caseworking:** SSAFA Forces Help has kindly opened its own courses, in various locations, to MN and Fishers welfare workers and 2 persons attended during 2014. This arrangement will continue in the future and the Board would like to note its thanks to SSAFA for this.
- **Introduction to Workplace Health & Safety:** This e-learning course was launched in 2013. Whilst no person applied for training in 2014, the course remains available.
- **Managing Aggression & Violence:** Whilst there were no requests for this course in 2014, it remains available subject to demand.
- **Managing Volunteers:** Volunteers are increasingly important to the maritime charity sector and good management of these is essential for both legislative purposes and retention. During 2015 the Board will look at professional training organisations that could deliver a short course.
- **Mental Health Awareness:** In 2014 one course was held in London for 17 delegates, with a further course planned for 2015.
- **Personal Safety at Work:** A pilot course was held at Mariners Park in 2014, using a trainer from the Susie Lamplugh Trust and will continue subject to demand.
- **Ship Welfare Visitors:** Four Ship Welfare Visitor courses were held in 2014. The current course includes relevant aspects of the Maritime Labour Convention 2006 (MLC 2006). The training format is to be reviewed in 2015.
- **Substance Abuse Awareness:** Whilst there were no requests for this course in 2014, it remains available subject to demand.
- **Understanding Ethnic Diversity:** The seafaring sector is multi-cultural with personnel from diverse ethnic backgrounds. During 2015 the Board will look at professional training organisations which could deliver a short course. The Board welcomes suggestions for any other training courses that will benefit its Constituent and Port Welfare Committee members. In addition the Board would like to thank Miss Sarah Edward for managing the training programme.



Delegates on the pilot Mental Health Awareness Course at the Salvation Army's William Booth College in London



Delegates on the Ship Welfare Visitor Course in Bristol

Evaluation Studies

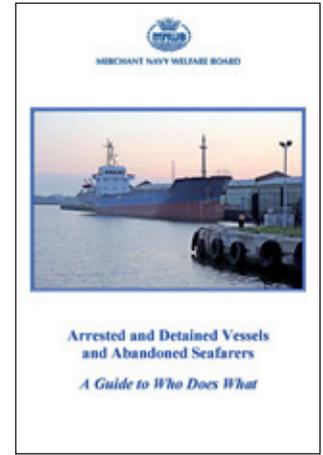
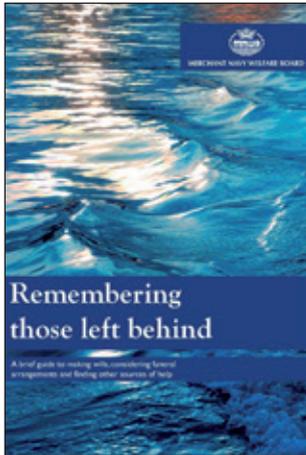
The Board can arrange evaluation or feasibility studies, as requested by its Constituent members to assist in promoting the most effective and highest standards of welfare services for both serving and retired seafarers within the UK and Gibraltar. Whilst none are currently planned the Board welcomes requests for these.

UK Port Welfare Study

The Board now maintains a bespoke database which captures data on all aspects of seafarers' welfare provision across UK ports. The information is gathered by consultation at PWC meetings and enables those providing port based welfare to review the level of welfare need against available resources at port level. The next stage of the project revolves around making the database both remotely updateable and available to the numerous port authorities, society head offices and port chaplains. To this end, MNWB has made a successful grant application to the government funded Knowledge Transfer Partnership and will be working closely with Southampton Solent University to create an interactive, web based database that will make information readily available to the maritime community.

Merchant Navy Fund

This fund was established in November 2012 jointly by MNWB and Seafarers UK to raise money from the Merchant Navy for the Merchant Navy. It is pleasing to note that the fund is increasingly well supported, albeit rather slowly, with every single penny raised used to support those societies that help UK Merchant Navy Seafarers and their families. It is important to understand, however, that only societies can apply for a grant and this must be specifically for supporting resident merchant seafarers and their families. Those societies seeking a grant should apply to Seafarers UK, using one of their standard grant application forms, confirming that it is an application to the Merchant Navy Fund. The small cost of administering the Merchant Navy Fund is shared between both MNWB and Seafarers UK and in 2014 was £7,442 (2013 - £6,479).



Publications

The Board, on behalf of its Constituents, publishes and distributes the following:

- **Port Information Leaflets:** The Board currently publishes (and updates) 32 Port Information Leaflets for seafarers throughout UK ports and Gibraltar. These are welcomed as they focus on seafarers needs, when ashore, in the limited time that most have available. They are also included on the Board's website. During 2014, two additional leaflets for the ports of Ipswich and Milford Haven were added and three more were in preparation.
- **"Remembering those left behind":** This booklet provides advice for both those seeking to make funeral plans before their death, and for people who are faced with making the arrangements with no plan in place. Further copies will be printed on demand and the booklet will be reviewed regularly.
- **"Arrested and Detained Vessels and Abandoned Seafarers – A Guide to Who Does What":** In 2014 the Board published this booklet, both in hard copy and on-line. It is intended to be a simple guide explaining the duties of the various authorities when voluntary societies encounter seafarers on arrested, or detained vessels, or who have been abandoned. This will be reviewed regularly and updated when necessary.

Vehicle Replacement Programme

Four maritime charities contribute to this programme, which is reviewed annually. These are: Merchant Navy Welfare Board, ITF Seafarers Trust, Seafarers UK and Trinity House. This restricted fund was first established in 2008 to provide grants towards the replacement of vehicles used for port based welfare services. The original 5 year project concluded on 30th September 2013 and a new fund was launched on 1st January 2014. With the agreement of the partners, the balance from the previous fund was carried forward and added to the annual contributions.

Port Levy or Contribution Project

The Board has established a project working group consisting of representatives from Apostleship of the Sea, Mission to Seafarers, Sailors' Society and Fishermen's Mission. This aims to encourage ports to adopt levy or regular contribution schemes to support and improve seafarers' welfare in ports. These are increasingly important to sustain port welfare services at a time when the traditional fundraising income streams are rapidly declining. The project is examining existing schemes with a view to identifying and promoting best practice before approaching port authorities for assistance.



Care Ashore residents participating in the Digital Inclusion Project



Steven Bradley, General Manager of Sir Gabriel Wood's Mariners' Home (left) with resident Jim Gray who was participating in the Digital Inclusion Project

Digital Inclusion Project

This pilot project is funded via a grant from the Merchant Navy Fund and enables retired seafarers and sometimes their families, without any previous IT experience or skills, to receive a loan laptop or tablet with bespoke beginners' software. Trials commenced in the latter part of 2014, in partnership with Sir Gabriel Woods Mariners Home (Greenock), Mariners Park (Wallasey) and Care Ashore (Surrey) and will conclude with reports in the early part of 2015.

Watch Ashore Project

The Watch Ashore is a mutual support and social group for the wives and partners of personnel from the Merchant Navy. It is anxious to increase its membership, especially from the working seafarers' community, particularly by embracing social media. A small number of its members have already been issued with tablet computers and attended a joint social media, IT and welfare 'signposting' course. The project, begun in the latter part of 2014, aims to raise the organisation's profile and improve outreach to an increased membership. In addition to increasing mutual support it is also able to refer those seeking help from the maritime charities. The project has been paid for via grants from the MN Fund and Seafarers UK.

International Port Welfare Pilot Project (IPWP) on behalf of ISWAN

This pilot project managed by the Board, on behalf of and with funding from ISWAN, will help to establish a limited number of new seafarers' welfare boards and Port Welfare Committees in various countries around the world, in accordance with MLC 2006. Work commenced in September 2014. The project will also identify and assess the operational effectiveness of existing boards, or committees and help establish minimum standards and best practice. A number of key representatives from the global maritime community have agreed to assist in an advisory capacity. A website supporting the project was to be launched in February 2015. Whilst the work is underway the opportunity will be used to simultaneously seek additional funding in order to extend the project over a much longer term.



The Board would like to place on record its thanks to Mr Peter Tomlin, Deputy Chief Executive and Project Manager and more recently Mr Alastair Whitfield, Project Administrator, for their efforts in support of the numerous projects.

MN Memorial Database

A former Merchant Navy officer, Mr Ian Stockbridge, has spent many years compiling a database covering details of vessels lost in World War II. These include the name of the vessels, dimensions, tonnage, cargo, passage details at the time of the loss and most importantly the names of all casualties among the crew. He has also acquired copies of the official survivors' reports from many of these vessels. Much of this information he has allowed to be made available on an interactive display unit to be placed in the National Memorial Arboretum, Staffordshire. BP Shipping kindly awarded a donation of £4,790 to allow the Board to purchase display equipment. Ultimately it is intended that this database will be available on-line where visitors will be invited to make a donation towards the Merchant Navy Fund for more detailed information.

Port Welfare Committees

Introduction

The sixteen Port Welfare Committees (PWCs) are an essential and integral part of the Board’s work. The contribution, made by members, allows the Board and its Constituents to better understand issues that affect seafarers locally, nationally and internationally. Their meetings also provide the Board with a platform to disseminate information considered of interest to its members. The committees adhere to “Terms of Reference” provided by the Board.



Pictured (l-r) Dai Garland, Fr Paul Osunyikanmi, David Parsons and Glyn Garland at a summer ball organised by Glyn on behalf of the Milford Haven PWC to raise money for, and awareness of, the maritime charities

Fifteen PWCs cover the entire coastline of the United Kingdom and another in the Port of Gibraltar. Each committee comprises representatives of organisations concerned directly, or indirectly, with the welfare of seafarers visiting the ports, or locally domiciled. Members are drawn from various backgrounds, including maritime charities, port authorities, port health authorities, maritime trade unions and ship owners (commonly represented by the shipping agents). Committees meet three times a year and one of these is combined with an AGM to confirm membership, and elect, or re-elect, the Chairman and Vice Chairman. In 2014 total PWC membership was 349 (2013 - 363). The overall membership continues to reflect the importance of these committees within their local maritime communities. There were 48 meetings and 16 AGMs (as in 2013).

Committees and chair

Committee	Chair	Committee	Chair
<i>Bristol</i>	Mr G Strickland	<i>North and East Scotland</i>	Supt M Campbell OBE
<i>Central and West Scotland</i>	Capt M Clark	<i>Northern Ireland</i>	Capt T Wright
<i>East Anglia</i>	Revd P Paine	<i>North West (England)</i>	Mr J Wilson
<i>Gibraltar</i>	Capt J Ferro MBE	<i>South Wales</i>	Mr E Watts
<i>Haven (River Orwell)</i>	Capt J Coleman	<i>Southern (England)</i>	Mr N Atkinson
<i>Humber</i>	Revd Fr C Kelly	<i>South West (England)</i>	Mrs C Rankin
<i>London and South East</i>	Mr T Goacher	<i>Tees Area</i>	Capt J Drewitt
<i>Milford Haven</i>	Mr J Bowen	<i>Tyne Area</i>	Capt P Wynn

A very significant aspect of PWCs is that of enhancing local networking. Quite commonly, although all the members work and live in comparatively small areas, many do not encounter one another on a regular basis. Meetings offer an excellent opportunity for members to understand each other’s roles and responsibilities within the maritime community. This can be invaluable in times of crisis or even, for example, when trying to resolve access problems to a particular berth. The PWCs are asked to comment on all new local grant applications that are being made to any maritime grant making charity. Their comments and support can be invaluable to the potential funder, or funders. They will also be a key factor in assisting the Board in its evaluation of welfare provision in the ports. Their knowledge and experience will be invaluable in considering any project.

Port Welfare Committee grants to promote seafarers’ welfare

Since 2013 the Board has set aside up to £1,000 annually, per PWC, to promote seafarers’ welfare activities within their own areas. Committees are encouraged to explore and suggest ways in which this can be achieved. In 2014 several committees organised awareness events in their local areas and these have been an opportunity to highlight the work of the local voluntary societies and the issues among seafarers.

Extending the PWC network

The Board remains open to reviewing the need for further PWCs. Whilst the current committees cover the entire UK coastline, these can be split up to cover smaller areas if deemed necessary. The need for further committees will be kept under review.

The Board also manages a very successful PWC in Gibraltar and consideration will be given to extending the network to other UK Dependent Territories if invited to do so. Cognisance will be taken of travel costs and travel time needed to provide a member of staff. If any such committees are included they would almost certainly need to be “managed” locally with “distant” support provided by the Board.

The Board would like to place on record its gratitude for the commitment made by PWC Chairmen, Vice Chairmen, members and also the staff involved, Mrs Susan Newcombe and Miss Sharon Coveney. The members and staff continue, with their enthusiasm and commitment, to enhance the importance of the committees in their local maritime community.



Lord Prescott, Patron of the MNWB addresses delegates at the conference



Q&A time with Sir Alan Massey, Chief Executive of the Maritime and Coastguard Agency at the conference

Biennial Conference of Constituent Members and PWC Representatives 2014 and Introduction of the Lord Prescott as MNWB Patron

The Board held a very successful biennial conference for its Constituent members and Port Welfare Committees at the Union Jack Club in London between 5th and 6th November.

The conference was used as an opportunity to welcome and formally announce The Lord Prescott, former Deputy Prime Minister, as the Board's first Patron. The Chairman paid tribute to the enormous contribution His Lordship had made to the shipping industry during his time in Parliament. His tenacious support for the industry, in which he had once been a seafarer, included leading a government report which led to the introduction of the Tonnage Tax to help arrest the decline of the UK's Merchant Navy and ordering the reopening of three shipping enquiries.

Other keynote speakers were Sir Stuart Etherington, Chief Executive of the National Council for Voluntary Organisations (NCVO) and Sir Alan Massey, Chief Executive of the Maritime & Coastguard Agency, whilst the after dinner speaker was Guy Platten, Chief Executive of the Chamber of Shipping. Throughout the two days delegates heard from a number of excellent speakers who covered a range of topics of interest to the maritime welfare sector.

The biennial meeting of the Chairmen and Vice Chairmen of the Board's 16 Port Welfare Committees will be held in the latter part of 2015.

MNWB Services to Seafarers' Welfare Award 2014

The Board made two annual Awards for Services to Seafarers' Welfare in 2014 at its conference in November. These were presented by Bob Jones, Chairman of the Merchant Navy Welfare Board during the conference dinner to:

Reverend Howard Drysdale: Port Chaplain and Centre Manager at Aberdeen Seafarers' Centre. Revd Drysdale was recognised for the invaluable support and service he gives to visiting seafarers in Aberdeen and for championing the need for a seafarers' centre in the port. The Aberdeen Seafarers' Centre has been open for over 3 years and is increasingly popular with visiting seafarers. He is highly regarded by both ship owners and seafarers and can always be relied upon to provide practical support to seafarers who are facing difficulties far from home.

Tony McAvoy: Port Chaplain with the Apostleship of the Sea (AoS) in the North East region for over 16 years until his retirement at the end of October this year. Tony has been recognised for his pivotal contribution to AoS and seafarers' welfare, not just in the North East but nationally and indeed internationally. Tony has recruited, managed and supported an excellent team of volunteer ship visitors, parish contacts and local supporters. He is passionate about the need to uphold the rights and dignity of seafarers. He will be missed by his colleagues, volunteers and all those who work with him.



Revd Howard Drysdale receiving the 2014 MNWB Services to Seafarers' Welfare Award from Mr Bob Jones



Mr Tony McAvoy receiving the 2014 MNWB Services to Seafarers' Welfare Award from Mr Bob Jones

Grants

Whilst the Board's priority is that of providing support services to its Constituents and Port Welfare Committees, its second priority is to provide capital grants. The amount available for this purpose is based on the overall return from the investment portfolio. In 2014 it agreed a total of £250,360 in capital grants (2013 - £226,286). The funds available for grants reflect the surplus income after revenue costs and services to Constituents (which are the core priority) have been deducted. Before allocating grants Council reviews the quality of each application and the impact that this would have on the maritime community. In some cases it will endeavour to share a grant with other organisations. Under its Small Grants Programme the Board can allocate grants of up to £5,000 throughout the year, up to a total annual limit of £50,000.

Grants Awarded in 2014

Apostleship of the Sea

Kings Lynn - new drop in centre additional funding to 2013 grant

£5,386

Sheerness - refurbishment of centre

£4,130

Bristol Seafarers' Centre

Provision of new sofas and a games console

£2,000

Church of Scotland, Invergordon Seafarers' Centre

Three replacement computers

£1,223

Felixstowe & Haven Ports Seafarers' Service

Ipswich - provision of Wi-Fi for seafarers use

£5,000

Fishermen's Mission

Fraserborough Mission - major refurbishment

£50,000

Lowestoft Mission - repairs and refurbishment to front of Mission

£3,735

Troon Mini Centre - refurbishment

£5,000

Lighthouse Mission, Stanley, Falkland Islands

Contribution to refurbishment

£3,212

Liverpool International Seafarers' Centre

External refurbishment

£12,350

Provision of Wi-Fi in Liverpool Cruise Terminal for seafarers use

£1,404

Replacement photocopier

£1,875

Maritime Charities Group (MCG)

Annual contribution

£5,000

Merchant Navy Day Service, London

Annual contribution

£500

Merchant Navy Medal

Annual contribution

£100

Mission to Seafarers

Fowey - provision of communications area and new furniture

£2,480



Sister Marion Davey with a seafarer in the new drop-in centre in Kings Lynn



Newly refurbished Troon mini centre



Revd Howard Drysdale with the new Aberdeen Seafarers' Centre vehicle purchased with a grant from the Vehicle Replacement Programme

Glasson Dock - provision of Wi-Fi for seafarers use	£3,916
South Tees - replacement lighting and improvements to the intruder alarm	£5,000
Workington Dock - provision of Wi-Fi for seafarers use	£2,090
Nautilus Welfare Fund – Mariners’ Park	
Demolition of 2 houses and provision of 3 wet rooms	£20,000
Care Home - provision of Wi-Fi for residents	£5,112
MNWB Port Welfare Committees	
Local promotional campaigns	£16,000
Sailors’ Children’s Society	
Contribution towards replacement mobile holiday home for dependent families	£30,000
Seafarers Support	
Annual contribution	£10,000
Seaham Seafarers’ Centre	
New heating system	£4,560
Shipwrecked Mariners’ Society	
Contribution towards caseworker home visit costs	£8,287
Vehicle Replacement Fund	
Annual contribution	£42,000
Total Grants Awarded	£250,360



The opening ceremony of the seafarers' wi-fi facility at Ipswich, with the author, Rose George



New Sailors' Children's Society family holiday home in Berwick upon Tweed



Warsash Maritime Academy cadets at the Merchant Navy Medal Ceremony

The Royal British Legion Festival Of Remembrance

For several years the Board has funded the travel and hotel costs for veteran merchant seafarers, from various conflicts, plus a standard bearer, to represent the Merchant Navy at this important event. The Festival is seen as an opportunity to highlight, to the general public and armed services, the significance of the contribution made by the Merchant Navy and fishing fleets since the early part of the 20th Century. This has included seafarers who have sailed in hostile waters where the UK has not been directly involved.

2014 marked the 70th Anniversary of the Normandy Invasion and five veteran Merchant Navy seafarers, who participated in this World War II campaign, took part in the Festival. The veterans were accompanied by eight serving MN personnel including four cadets, under training at Warsash Maritime Academy. This reflected the on-going importance of today's Merchant Navy and highlighted its role both in global shipping and in support of the UK and its Forces, both in the past and the present. The Board would like to place on record its gratitude to The Royal British Legion for their recognition, within the Festival, of the contribution made by the Merchant Navy and fishing fleets during times of conflict. Additionally the Board would like to thank the Merchant Navy Association's Standard Bearer, Mrs J Nilsen for parading the Red Ensign, and Warsash Maritime Academy, in particular their Cadet Liaison Officer Mr David Baker, for organising the cadets, each of whom was a great credit to today's Merchant Navy.



Warsash Maritime Academy cadets Marianne Clapton, Jonathan Marvin, Constantin Stoica and Rhiannon Lazenby Pritchard with MNA Standard Bearer, Jane Nilsen



Mr Alexander Campbell, Chief Executive of the Queen Victoria Seamen's Rest, receiving the Merchant Navy Medal



Mr Graham Hall, volunteer with the Mission to Seafarers in Falmouth, receiving the Merchant Navy Medal



Mr Graham Yarr, Grants Manager with the Shipwrecked Mariners' Society, receiving the Merchant Navy Medal

Merchant Navy Medal Fund

The Board is responsible for the administration and management of the accounts for the Merchant Navy Medal Fund. Income totalling £3,468 was received during 2014 (2013 - £2,444). A total of £6,481(2013 - £4,540) was expended during the year. The overall restricted fund balance at the 2014 year-end was £21,260 (2013 - £24,273). Each member pays an annual subscription, currently £100, which is transferred to the Board's main account to assist in covering the administration costs.

The Chairman of the Fund is Captain Matthew Easton and the Vice Chairman is Revd Michael Keulemans MNM, whilst the Chief Executive acts as the Secretary. The Board is proud of its involvement and pleased to act as the administrator. Following lobbying from the Fund's committee, on 3rd September 2013, appropriately Merchant Navy Day, the Shipping Minister announced that Her Majesty The Queen had graciously agreed that the Merchant Navy should have its own National Honour. At the time of this report there has been no further correspondence, nor confirmation of the arrangement. In the absence of this it is likely that the existing Merchant Navy Medal arrangements will continue until the situation becomes clearer.

The Board, on behalf of the Merchant Navy Medal Committee, would like to place on record its thanks to its Patron, Admiral The Right Honourable Lord West of Spithead GCB DSC ADC DUniv, who has done a great deal to lobby for a National Honour for the Merchant Navy and also presents the awards annually. In addition the Committee would like to extend its thanks to Trinity House who, each year, allow the ceremony to take place there and also sponsor the costs of the event via a generous grant. The 2014 Awards were all for meritorious service and were presented by Lord West on Monday 17th November at a ceremony in Trinity House.

2014 Merchant Navy Medals were awarded to:

J. Barnett, Chief Electrical Engineer QUEEN ELIZABETH (Cunard Line) for services to the cruise line sector, especially in the construction and commissioning of the three QUEENS.

A. Campbell, Chief Executive, Queen Victoria Seamen's Rest for services to the care and welfare of retired merchant seafarers. (Honorary)

DR. J.T. CARTER, lately Chief Medical Advisor, Maritime and Coastguard Agency for services to occupational health in the offshore and maritime sectors. (Honorary)

CAPTAIN. J.L. CLARKE, lately Master PANARY (Viaduct Shipping) for services to lighterage on the Mersey and to historic vessels on Merseyside.

J.S. DAVIES, Senior First Hotel Officer QUEEN VICTORIA (Cunard Line) for services to the prestige of the cruise line sector.

PB. DAVIES, Principal Lecturer, Liverpool John Moores University for services to the Merchant Navy Training Board and to Lairdsie Maritime Centre.

D. DEARSLEY, Marine Consultant for services to the International Maritime Employers' Committee and to industrial relations in the shipping industry.

J.E.F. GRANT, Chief Mate GALWAY FISHER (James Fisher Ship Services) for services to the Merchant Navy, especially in the training of officer cadets.

G. HALL for services to the Falmouth Centre, Missions to Seafarers, especially in creating and maintaining the Seafarers' Garden.

CHIEF ENGINEER. G. HINDMARCH, Principal, South Shields Marine School, South Tyneside College for services to marine engineering and to seafarer training.

CAPTAIN. N.W. MARTIN, Master HEBRIDEAN ISLES (Caledonian MacBrayne) for services to Western Isles ferries and to the Nautilus International Council.

DR. C.E.C. MAY, lately Vice Chairman, Merchant Navy Training Board for services to officer cadet training, marine safety and marine engineering. (Honorary)

CAPTAIN. K.B. MILLAR, Senior Lecturer, Liverpool John Moores University for services to maritime training, especially in the study of ship stability.

CAPTAIN. K. OPREY, Master QUEEN MARY II (Cunard Line) for services to the prestige and growth of the cruise ship sector.

CHIEF ENGINEER. C. POWELL, lately Surveyor, Maritime and Coastguard Agency for services to the Merchant Navy, especially in the provision of international marine engineering qualifications.

LT. CDR. C.C. TRELAWNY, RD, RNR, Senior Deputy Director, Maritime Safety Division, International Maritime Organization for services to counter-piracy strategy and to Royal Navy/Merchant Navy liaison, HMS PRESIDENT.

COMMODORE. W.M. WALWORTH, CBE, lately Head of the Royal Fleet Auxiliary for services to the Chamber of Shipping and to the Marine Society/Sea Cadets.

CAPTAIN. C. WELLS, Master QUEEN ELIZABETH (Cunard Line) for services to the prestige and growth of the cruise line sector.

G.G. YARR, Grants Manager, Shipwrecked Mariners' Society for services to the welfare of serving and retired merchant seafarers and fishermen and their families. (Honorary)

Future Strategy

Whilst much information about on-going efforts is contained within the main body of the report, the Board reviews the outcomes annually and at the same time its future strategy. During 2013 and early 2014 the Council undertook a major review of its future strategy, which was concluded on 5th February 2014. This followed an analysis of responses to questionnaires sent to Constituent and Port Welfare Committee members. The outcome of this review has now allowed the Board to set its course for the next decade, although strategy will continue to be reviewed annually as before. At the end of 2014 the Board undertook an update review of its strategy and outcomes and these are listed below.

Completed targets

- *Conclude the major review of MNWB strategy using feedback from Constituent and Port Welfare Committee members, commenced in 2013*
- *Support the role of the MCFG*
- *Provide a simple on-line guide to those maritime authorities responsible when ships are arrested, or detained and how this impacts on the crew*

On-going projects

- *Promote awareness of the maritime charity sector*
- *Support the Constituent members as appropriate*
- *Support and maintain the 16 Port Welfare Committees*
- *Monitor the impact of ILO's Maritime Labour Convention (2006)*
- *Provide training packages*
- *Provide evaluation and feasibility studies where appropriate*
- *Encourage other maritime funding charities to continue supporting the Vehicle Replacement Fund*
- *Publish, revise, reprint and distribute Port Information leaflets*

- *Maintain and update the Seafarers Support and Maritime Charities Welfare Guide*
- *Publish a “ready reference” survey of all charities making grants to individuals*
- *Act as a clearing house for applications for help and arrange caseworker home visits to clients*
- *Manage all working groups and utilise these to begin preparing reports and recommendations pertaining to their particular sectors*
- *Support and encourage home visits by trained caseworkers*
- *Maintain the database - Register of Grant Recipients*
- *Maintain, enhance and update regularly the findings of the UK Port Survey*
- *Review with appropriate Constituents the changes in seafarers’ communication and IT provision*
- *Organise a biennial conference for Constituent and PWC members*
- *Review access of welfare provision and charitable assistance to professional luxury yacht crews*
- *Continue partnership arrangement, with Seafarers UK, to raise money for the Merchant Navy Fund*
- *Administer the Merchant Navy Medal Fund*

Projects commenced in 2014

- *Manage a collaborative project to endeavour to secure improved funding from port levies, or other local sources, on behalf of those Constituents providing port based welfare*
- *Review the need for additional Port Welfare Committees in UK and overseas Dependencies*
- *Support the Watch Ashore to provide an on-line mutual support network for the wives and partners of MN seafarers*
- *Manage an international partnership project, on behalf of ISWAN to encourage, support and mentor the establishment of Seafarers’ Welfare Boards and Port Welfare Committees around the world*
- *Manage a project to enable retired seafarers and their families, without previous IT experience and skills, to receive a loan laptop or tablet with bespoke beginners’ software*

Projects to commence in 2015

- *Encourage the establishment of more port levy, or contribution, schemes*
- *Review the opportunities for charities to share “back office” support (deferred from 2014)*
- *Data Integration System (DIS)*

Statement of Trustees Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

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

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

In so far as the trustees are aware:

- *there is no relevant audit information of which the charitable company's auditors are unaware; and*
- *the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.*

Auditors

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. The re-appointment of auditors will be decided annually at a council meeting.

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

On Behalf of the Board:

Captain D A Parsons MNM MNI
Chief Executive

6th March 2015



Ruby Princess alongside in Monte Carlo (courtesy of Sarah Edward)

Report of the Independent Auditors to the Members of Merchant Navy Welfare Board

We have audited the financial statements of Merchant Navy Welfare Board for the year ended 31 December 2014 on pages twenty six to thirty five. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees Responsibilities set out on page twenty three, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Chairman's Report, the Chief Executive's Introduction and the Report of the Trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- *give a true and fair view of the state of the charitable company's affairs as at 31 December 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;*
- *have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and*
- *have been prepared in accordance with the requirements of the Companies Act 2006.*

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

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

P E H Wright FCA DChA (Senior Statutory Auditor) for and on behalf of Sheen Stickland LLP

Chartered Accountants, Registered Auditors

7 East Pallant, Chichester, West Sussex PO19 1TR

6th March 2015

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

for the Year Ended 31 December 2014

	Notes	Unrestricted funds £	Restricted funds £	2014 Total funds £	2013 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	100,463	343,828	444,291	255,402
Activities for generating funds	3	-	-	-	638
Investment income	4	287,581	87	287,668	292,000
Total incoming resources		<u>388,044</u>	<u>343,915</u>	<u>731,959</u>	<u>548,040</u>
RESOURCES EXPENDED					
Costs of generating funds					
Investment management costs	5	25,726	-	25,726	49,290
Charitable activities					
Support Services to Constituent Members	6	46,678	207,823	254,501	180,869
Grants to support Constituent Members	7	250,360	-	250,360	226,286
Grants Unspent		(5,668)	-	(5,668)	(4,156)
Support to promote welfare activities		411,047	-	411,047	396,883
Governance costs	9	76,506	-	76,506	71,333
Total resources expended		<u>804,649</u>	<u>207,823</u>	<u>1,012,472</u>	<u>920,505</u>
NET INCOMING/(OUTGOING) RESOURCES		(416,605)	136,092	(280,513)	(372,465)
Other recognised gains/losses					
Realised gains/(losses) on fixed asset investments		2,918	-	2,918	387,572
Unrealised gains on fixed asset investments		622,616	-	622,616	1,479,889
Net movement in funds		208,929	136,092	345,021	1,494,996
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>13,760,092</u>	<u>220,116</u>	<u>13,980,208</u>	<u>12,485,212</u>
TOTAL FUNDS CARRIED FORWARD		<u>13,969,021</u>	<u>356,208</u>	<u>14,325,229</u>	<u>13,980,208</u>

CONTINUING OPERATIONS

All incoming resources and resources expended arise from continuing activities.

Balance Sheet

At 31 December 2014

	Notes	Unrestricted funds £	Restricted funds £	2014 Total funds £	2013 Total funds £
FIXED ASSETS					
Tangible assets	14	10,437	-	10,437	16,661
Investments	15	13,986,173	-	13,986,173	13,722,060
		<u>13,996,610</u>	-	<u>13,996,610</u>	<u>13,738,721</u>
CURRENT ASSETS					
Debtors: amounts falling due within one year	16	21,714	-	21,714	17,370
Cash at bank and in hand		145,357	356,208	501,565	371,088
		<u>167,071</u>	<u>356,208</u>	<u>523,279</u>	<u>388,458</u>
CREDITORS					
Amounts falling due within one year	17	(194,660)	-	(194,660)	(146,971)
NET CURRENT ASSETS/(LIABILITIES)		<u>(27,589)</u>	<u>356,208</u>	<u>328,619</u>	<u>241,487</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>13,969,021</u>	<u>356,208</u>	<u>14,325,229</u>	<u>13,980,208</u>
NET ASSETS		<u>13,969,021</u>	<u>356,208</u>	<u>14,325,229</u>	<u>13,980,208</u>
FUNDS					
Unrestricted funds	19			13,969,021	13,760,092
Restricted funds				356,208	220,116
TOTAL FUNDS				<u>14,325,229</u>	<u>13,980,208</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 30th April 2014 and were signed on its behalf by:

Mr R Jones - Chairman of the Council

Mr G Lane - Member of the Council

Captain D A Parsons - Chief Executive

Notes to the Financial Statements

for the Year Ended 31 December 2014

1. Accounting Policies

Accounting convention

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets, the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Cash flow statement

Exemption has been taken from preparing a cash flow statement on the grounds that the charitable company qualifies as a small charitable company.

Incoming resources

All incoming resources excluding voluntary donations, investments income and grants, is recognised on a receivable basis. Provision is made for tax recoverable on income received in the year.

Voluntary donations, investment income and grants are recognised when received.

Legacy income is recognised on a receivable basis to the extent that it is reasonably certain that the legacy will be received and the value of the legacy can be measured with sufficient reliability. No provision is made in the accounts for any legacy where there is any doubt over the entitlement, certainty of receipt or measurability.

Grants payable

Charitable grants are charged to expenditure at the date they are approved by the Board.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit & legal fees and an apportionment of support costs linked to the governance of the charity.

Allocation and apportionment of costs

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on cost

Computer equipment - 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds - The general fund represents undesignated monies retained that provide the working capital, to enable the Board to carry out its activities as a provider of services to seafarers. The Council regularly reviews the level of income funds and the strategic needs of the Board.

Restricted funds - Restricted funds represent monies set aside for particular projects or purposes in accordance with the instructions of the donor.

1. Accounting Policies - continued

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Pensions

The charity provides a stakeholder pension scheme for employees. The contributions are charged to the statement of financial activities as they fall due.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

2. Voluntary Income

	2014	2013
	£	£
Donations	790	3,723
Legacies	50,400	90,717
Grants	368,914	142,839
Miscellaneous income	24,187	18,123
	<u>444,291</u>	<u>255,402</u>

The Board has received notification of two legacies, however at 31st December 2014 both of these amounts are unable to be quantified as they are dependent on the sale of property. Therefore no provision has been made in these financial statements for any monies due.

3. Activities for Generating Funds

	2014	2013
	£	£
Income from fundraising events	-	638

4. Investment Income

	2014	2013
	£	£
Quoted UK and non-UK investments	286,540	289,852
UK portfolio cash	1,128	2,148
	<u>287,668</u>	<u>292,000</u>

5. Investment Management Costs

	2014	2013
	£	£
Portfolio management charges and fees	25,726	49,290

During the year the Board received a refund of renewal commissions relating to earlier years amounting to £17,854. This has been deducted from the total costs incurred in 2014.

6. Charitable Activities - Provision Of Welfare Services

	2014 £	2013 £
Support services to Constituent members:		
Unrestricted expenditure:		
Caseworker costs	7,447	13,909
Training courses	27,064	30,177
Evaluation studies	299	3,389
Port welfare promotion	4,426	8,178
Merchant Navy Fund promotion contribution	7,442	6,479
Other publications	-	1,290
	<u>46,678</u>	<u>63,422</u>
Restricted expenditure:		
Vehicle Replacement Fund	167,943	110,155
MN Medal Fund	6,481	4,540
Mobile WIFI for Ship Welfare Visitors	-	2,752
Digital Inclusion Project	14,920	-
Watch Ashore Project	11,528	-
Emergency Grant Fund	150	-
IPWP Project	6,801	-
	<u>207,823</u>	<u>117,447</u>
Total costs of support services to Constituent members	254,501	180,869
Grants to support Constituent members	250,360	226,286
Grants unspent	(5,668)	(4,156)
Support for welfare activities	<u>411,047</u>	<u>396,883</u>
	<u>892,010</u>	<u>799,882</u>

7. Grants Payable

	2014 £	2013 £
Grants to support the work of Constituent members	<u>250,360</u>	<u>226,286</u>

A detailed analysis of grants payable to institutions can be found within the trustees report on page 18.

8. Support Costs

	Management £
Support Services to Constituent members	716
Support to promote welfare activities	<u>75,061</u>
	<u>75,777</u>

9. Governance Costs

	2014 £	2013 £
Support costs	45,554	40,816
Trustees' expenses	3,631	2,965
Trustees' meeting costs	1,077	1,753
Legal fees	2,563	2,635
Accountancy	16,681	16,559
Auditors' remuneration	7,000	6,605
	<u>76,506</u>	<u>71,333</u>

Support costs are made up of an apportionment of 30% of the Chief Executive and his PA's salary and related costs totalling £24,115 (2013: £22,794), together with 30% of head office costs totalling £21,439 (2013: £18,022).

10. Net Incoming/(Outgoing) Resources

Net resources are stated after charging/(crediting):

	2014 £	2013 £
Auditors' remuneration	7,000	6,605
Depreciation - owned assets	8,600	7,296
	<u>15,600</u>	<u>13,901</u>

11. Trustees' Remuneration and Benefits

There were no trustees' remuneration or other benefits for the year ended 31 December 2014 nor for the year ended 31 December 2013.

Trustees' Expenses

Trustees' expenses were paid to six (2013: five) trustees during the year ended 31 December 2014 amounting to £3,631 (2013 - £2,965).

12. Staff Costs

	2014 £	2013 £
Wages and salaries	227,205	207,408
Social security costs	21,095	20,972
Other pension costs	42,889	39,621
	<u>291,189</u>	<u>268,001</u>

The average monthly number of employees during the year was as follows:

	2014	2013
Charitable and administration staff	<u>8</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

13. Total Resources Expended

	Staff & Support costs £	Depreciation £	Grants and other costs £	Total Funds 2014 £
Cost of generating funds	-	-	25,726	25,726
Charitable activities	257,959	8,600	634,566	901,125
Governance costs	86,271	-	-	86,271
	<u>344,230</u>	<u>8,600</u>	<u>660,292</u>	<u>1,013,12</u>

14. Tangible Fixed Assets

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2014	16,979	61,565	78,544
Additions	414	1,962	2,376
Disposals	(8,345)	(20,649)	(28,994)
	<u>9,048</u>	<u>42,878</u>	<u>51,926</u>
At 31 December 2014	9,048	42,878	51,926
DEPRECIATION			
At 1 January 2014	11,346	50,537	61,883
Charge for year	2,235	6,365	8,600
Eliminated on disposal	(8,345)	(20,649)	(28,994)
	<u>5,236</u>	<u>36,253</u>	<u>41,489</u>
At 31 December 2014	5,236	36,253	41,489
NET BOOK VALUE			
At 31 December 2014	<u>3,812</u>	<u>6,625</u>	<u>10,437</u>
At 31 December 2013	<u>5,633</u>	<u>11,028</u>	<u>16,661</u>

15. Fixed Asset Investments

	Listed investments £	Cash and settlements pending £	Totals £
MARKET VALUE			
At 1 January 2014	13,514,272	207,788	13,722,060
Additions	3,497,230	443,889	3,941,119
Disposals	(4,299,622)	-	(4,299,622)
Revaluations	622,616	-	622,616
	<u>13,334,496</u>	<u>651,677</u>	<u>13,986,173</u>
At 31 December 2014	13,334,496	651,677	13,986,173

NET BOOK VALUE			
At 31 December 2014	<u>13,334,496</u>	<u>651,677</u>	<u>13,986,173</u>
At 31 December 2013	<u>13,514,272</u>	<u>207,788</u>	<u>13,722,060</u>

	Listed investments £	Cash and settlements pending £	Total £
HISTORICAL COST			
At 31 December 2014	<u>11,157,247</u>	<u>651,767</u>	<u>11,809,014</u>
At 31 December 2013	<u>11,100,038</u>	<u>207,788</u>	<u>11,307,826</u>

Analysis of investments at 31 December 2014

	2014 £	2013 £
Listed investments		
UK quoted investments	6,439,535	7,772,352
Non UK quoted investments	6,894,961	5,741,920
	<u>13,334,496</u>	<u>13,514,272</u>
UK cash held as part of portfolio	651,677	207,788
	<u>13,986,173</u>	<u>13,722,060</u>

Investments that are material in the context of the portfolio are as follows

	£
C F Milton US Opportunities B Acc	678,048
River & Mercantile UK Equity Income A	694,323
C F Milton UK Multi CAP Income B Inc	<u>682,387</u>

No investments were held at the year end that relate to restricted funds.

16. Debtors: Amounts Falling Due Within One Year

	2014 £	2013 £
Other debtors	11,115	6,505
Prepayments and accrued income	10,599	10,865
	<u>21,714</u>	<u>17,370</u>

17. Creditors: Amounts Falling Due Within One Year

	2014 £	2013 £
Trade creditors	13,507	6,188
Social security and other taxes	6,245	5,511
Other creditors	4,249	4,076
Accruals and deferred income	16,361	17,552
Grants payable	154,298	113,644
	<u>194,660</u>	<u>146,971</u>

18. Operating Lease Commitments

The following operating lease payments are committed to be paid within one year:

	Land and buildings		Other operating leases	
	2014 £	2013 £	2014 £	2013 £
Expiring:				
Between one and five years	-	-	6,929	6,929
In more than five years	17,000	17,000	-	-
	<u>17,000</u>	<u>17,000</u>	<u>6,929</u>	<u>6,929</u>

19. Movement In Funds

	At 1.1.14 £	Net movement in funds £	Transfer between funds £	At 31.12.14 £
Unrestricted funds				
General fund	13,760,092	208,279	-	13,968,371
Restricted funds				
MCFG Vehicle				
Replacement Programme	195,717	60,135	-	255,852
MN Medal Fund	24,273	(3,013)	-	21,260
Mobile Wifi for Ship Welfare Visitors	126	-	(126)	-
IPWP Project	-	72,068	-	72,068
Watch Ashore Project	-	4,972	-	4,972
Digital Inclusion Project	-	1,080	126	1,206
Emergency Grant Fund	-	850	-	850
	<u>220,116</u>	<u>136,092</u>	<u>-</u>	<u>356,208</u>
TOTAL FUNDS	<u>13,980,208</u>	<u>344,371</u>	<u>-</u>	<u>14,324,579</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	388,044	(805,299)	625,534	208,279
Restricted funds				
MCFG Vehicle				
Replacement Programme	228,078	(167,943)	-	60,135
MN Medal Fund	3,468	(6,481)	-	(3,013)
IPWP Project	78,869	(6,801)	-	72,068
Watch Ashore Project	16,500	(11,528)	-	4,972
Digital Inclusion Project	16,000	(14,920)	-	1,080
Emergency Grant Fund	1,000	(150)	-	850
	<u>343,915</u>	<u>(207,823)</u>	<u>-</u>	<u>136,092</u>
TOTAL FUNDS	<u>731,959</u>	<u>(1,013,122)</u>	<u>625,534</u>	<u>344,371</u>

20. Pensions

Contributions made to the employees stakeholder pension schemes amounted to £42,889 (2013: £39,621).

At the balance sheet date contributions of £4,249 (2013: £4,076) were outstanding.

21. Company Limited By Guarantee

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



Pictured (l to r) Ally Whitfield, David Parsons, Roger Harris (ISWAN), Jason Zuidema (NAMMA) and Peter Tomlin during discussions on the International Port Welfare Partnership Pilot Project



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