

The Nautical Institute Annual Report 2024

FINANCE

The significant success achieved in various areas of the Institute's operations has been reflected in the corresponding financial results for the year. Income for 2024 exceeded budget as activity levels remained strong across the entire portfolio of activities. An operating income of £5.7 million has been achieved against expenditure of £5.3 million resulting in an operational surplus of £316,000.

The operating surplus reflects a successful year across the board, especially in the areas of Qualifications, Membership and the NI Academy. Overall expenditure for the year remained close to budget due to effective budgeting and cost control.

The management of the investment portfolio was kept under regular review in what was generally a steady market for investments. The balanced low to medium risk portfolio invested through Rathbones performed satisfactorily against market comparators. The Capital Reserve Fund value at year end was £4.3 million, which includes £1 million on fixed-term deposit, and resulted in a total return of £267,000 for the financial year; a return of 6.59% on the original investment.

The Reserves policy has proved to be effective and ensures The Nautical Institute has adequate cover as a going concern.

STAFFING

The Nautical Institute continued to take its responsibilities as an employer seriously, investing in staff training and development needs and offering benchmarked pay and flexible working arrangements whenever feasible.

In addition to regular staff engagement activities, the management team had an away day in September reflecting on the Institute's five-year strategy at its mid-point. All-staff events took place in July and December to further enhance inter-departmental staff engagement and collaboration and celebrate mid-year and end of year achievements.

Staff retention remained satisfactory during 2024 with the total number of employees increasing from 36 full

time equivalent (FTE) employees at the beginning of the year to 43 FTE at the end of the year. New appointments in 2024 included a full time office receptionist, senior communications officer, publications manager, senior technical adviser and events coordinator. Our operational and financial success in 2024 and our continued ambition to grow further means we will continue to invest in our workforce with our headcount expected to reach around 45 FTE in 2025.

ISO AUDIT

The ISO 9001:2015 Quality Management Systems (QMS) certification surveillance audit was once again held on site with no non-conformities reported. The ISO auditor's report concluded that the system provides the required level of control, the organisation's context is well defined, leadership has been effectively demonstrated, and commitment levels are fully evident. The documented information to demonstrate that the system is well implemented and well understood throughout the organisation is acceptable. Our internal audit process and effective member and customer engagement continue to be key factors in the positive report from the ISO auditor.



NI staff at the summer barbecue

MEMBERSHIP AND BRANCHES

During 2024, several initiatives were introduced to boost member engagement, such as the new Dynamic Positioning (DP) Bulletin for DP professionals, enhanced recognition of Member Champions, exclusive competitions, discounts on MBA and MSc qualifications through MLA College and free MSSC Learn@Shore courses. The latter has been particularly beneficial for sea-going members exploring shore-based maritime careers.

As of the end of 2024, The Nautical Institute's membership stood at 13,373, including 4,731 student members. This marks a significant increase from the 2023 figures of 11,258 and 2,915 respectively.

This year saw the creation of a new Member Engagement Manager role, with James Luetchford leading efforts to strengthen the Institute's global network of 60+ branches. Senior Administrator Charly Coldrey assumed responsibility for membership administration, while Caetano Sato transitioned to a role focused on streamlining operations and expanding digital media.

While the free student membership introduced in late 2022 has driven strong growth, retention remains a challenge, and we continue to strive for improvement in this area. We will be paying particular attention to the President's member survey to be undertaken during 2025 for indications of what is most important to members and how we can help their career progression.

Events focusing on management, growth and the future of the industry were held in the Philippines, Indonesia and in London, UK, including the International Maritime Human Factors Symposium at the IMO, in association with the University of Strathclyde and Chalmers University. In the USA, the biennial seminar focused on how the industry can adapt to emerging technologies.

Joint Governance Meeting (JGM)

Following the success of the inaugural Joint Governance Meeting (JGM) in late 2023, another was held in October



Cruise on the Thames during the Joint Governance Meeting (JGM)



The IMO Secretary General meets NI members during the JGM



Launching the Türkiye Branch



Celebrating the launch of the Egypt Branch



The Younger Members' Council

2024. Attendees from across the maritime industry shared insights and ideas to shape the Institute's future. A Younger Member Ambassador noted: "I was pleased to find an environment that not only welcomed younger voices but truly valued them. I left feeling motivated, grateful, and eager to encourage other young mariners to get involved."

Branch Developments

Three new branches were launched in 2024:

- Ecuador (Guayaquil)
- Turkey (Istanbul)
- Egypt (Alexandria)

Branches in Italy, Mexico, Thailand, Myanmar, and Montenegro are set to launch, with ongoing developments in Nigeria, Peru, Venezuela, Georgia, and South Korea. Efforts are also underway to revive branches in Indonesia, the US South East Coast, and Scandinavia.

In 2025, branches will play a key role in a new series of Regional Online Member Seminars (ROMS), fostering discussions on industry issues across geographically clustered branches.

Younger Members Council (YMC) & Younger Member Ambassadors (YMA)

The Younger Members' Council (YMC) remains highly active, contributing to webinars, articles, book launches, surveys, and career days. February 2025 saw three new members, including a new Chair and Vice Chair, with a focus on integrating Younger Member Ambassadors (YMA) into outreach efforts.

The YMA initiative has significantly enhanced engagement with maritime students, particularly in India, Portugal, and Brazil. Many YMA collaborate regionally to strengthen student involvement with local branches, boosting retention and conversion from student to full membership. Several branches, including the US Gulf Branch and multiple locations across India, have established Youth Forums to further these efforts.

Chartered Master Mariner (CMMar) Awards

The Nautical Institute continues to support the Honourable Company of Master Mariners (HCMM) in administering the CMMar program. In 2024, awardees included The Nautical Institute's President Captain Trevor Bailey and US West Coast Branch Chair Captain Greg Tylawsky, the first US recipient. Since inception, 73 awards have been granted from 106 applications, with re-applicants showing a high success rate.

INFORMATION AND PUBLICATIONS

Two new staff members joined in 2024 to enhance book production and communications: Publications Manager Bridget Giles and Senior Communications Adviser Katerina Sfaellou. Despite some project delays, four books were published during the year:

- *Shipmaster's Business Self Examiner* (11th edition);
- *Simulation Instructor's Handbook* (2nd edition);
- *Mentoring at Sea* (2nd edition);
- *Developing Soft Skills in Mariners*.

Each book launch was supported by a webinar or author interview, with recordings available on The Nautical Institute's YouTube channel.

Digital shift

The enthusiasm particularly of younger generation seafarers for eLearning, video and serious games prompts the publications area to explore other ways of sharing our knowledge beyond books and magazines. In 2025 we will be investigating new ways to deliver digital learning content and seek to increase our sales to individuals, who make a small but not insignificant contribution to our income. We will also embark on benchmarking exercises to ensure our print and distribution contracts continue to offer good value for money, quality and reliability for our members and customers.

E-book sales rose to 15% during 2024, and are expected to reach 20% in 2025 as a new platform agreement is secured.



This years' CMMar awardees



Publications released in 2025



Some of the videos released by the OCEAN project this year

Seaways

Seaways continues to cover a wide range of topics, reflecting the diversity of professional experience and interest among our members. From practical seamanship advice on developing and maintaining skills, to understanding the complexity of systems afloat and ashore, to cutting edge developments in AI, and regular and detailed updates on the work of IMO, *Seaways* entertains and informs. It remains at its heart a members' magazine, and sharing personal experience and branch news is a key way of establishing and maintaining our worldwide network.

In a reflection of changing reading habits, we have introduced the option for members to read *Seaways* as a series of standalone HTML articles, in addition to the digital facsimile of the magazine available both online and on the app. The digital edition is now available on host platforms for non-member subscribers.

MARS

The Mariners' Alerting and Reporting Scheme (MARS) continues to thrive by bringing confidential incident reporting enable the sharing of information and the ability to learn lessons from both incidents and particularly near misses. The Nautical Institute is very grateful to our Nautical Affiliates for their support, both financially and in the knowledge they offer. Some of the key lessons learned in 2024 are about navigation safety, Colregs, tripping hazards, cargo handling, lack of PPE, falls from height, pilot boarding, etc. This is an invaluable service to seafarers and we are pleased to know that many of these reports are the focus of onboard safety meetings.

The Navigator

The Council of The Nautical Institute is very grateful to the International Foundation for Aids to Navigation (IFAN) and other organisations for their continued support for *The Navigator*, with particular thanks to IFAN for an agreement in 2024 to maintain their funding for another three years. We also thank all those volunteers who distribute the magazine to vessels around the world.

In 2024 we focused on the art and science of dynamic positioning (DP); navigation in restricted visibility and how visual navigation is essential to standing a good watch 'by all available means'. We are particularly grateful for contributions from Qasim Masood AFNI, the UK MCA, Capt Tuuli Messer-Bookman AFNI, Capt Marso Law AFNI and Capt Aly Elsayed AFNI. Members are reminded that all copies of *The Navigator* are available online and also as an app with full search facilities throughout the 13 years of publications. Every issue of *The Navigator* is themed and makes for excellent material for CPD and to facilitate mentoring.

The Nautical Institute at IMO

Under the leadership of Captain Robert McCabe FNI (NI IMO Committee Chair) and Captain Chris O'Flaherty AFNI (Permanent IMO Representative), The Nautical Institute maintained strong representation at the International Maritime Organization (IMO) in 2024. Key areas of focus included:

- STCW review;
- Navigation safety;
- Maritime Autonomous Surface Shipping (MASS);
- Life-saving appliances;
- Cargo and alternative fuel safety;
- Workload concerns from increased reporting requirements.

We were very pleased that our President Capt Trevor Bailey FNI was invited to meet privately with the new IMO Secretary General Mr Arsenio Dominguez in his office at IMO HQ, and that Mr Dominguez then honoured The Nautical Institute by personally visiting NIHQ to meet with our Executive Board, Council and Younger Members' Council. Mr Dominguez reiterated the importance of The Nautical Institute's involvement at the IMO and our joint objectives of diversity.

The Nautical Institute's CEO Captain John Lloyd continues to chair the Human Element Industry Group (HEIG), which has reported to the IMO on issues including enclosed space entry, fatigue and Human Centred Design (HCD).



IMO Secretary General Mr Arsenio Dominguez engages with The Nautical Institute

IALA

The Nautical Institute is very proud to work with a range of other international organisations, not least of which is the International Association of Lighthouse Authorities (IALA). David Patraiko FNI, Director of Projects, was able to meet with IALA Secretary General Francis Zachariae to congratulate IALA on upgrading to International Governmental Organisation status at the IMO (rather than Non-Governmental Organisation) and review our organisations' MOUs. Among a number of members of The Nautical Institute who attend IALA meetings, we are very pleased that Past President Jillian Carson-Jackson FNI formally represents The Nautical Institute as Chair of the Digital Technologies (DTEC) working group on Emerging Digital Technologies and Chair of the VTS committee working group on VTS Training.

OCEAN Project

2024 was a significant year for The Nautical Institute's impact through the OCEAN Project (ocean-navigation-awareness.eu), resulting in the production of seven key free training videos. Although this EU and UK co-funded project focuses on how new technologies can enhance safety of navigation, The Nautical Institute was specifically tasked with

identifying key gaps between areas of minimum standards and best practices from organisations dedicated to high performance. After more than a year of international research led by Capt Aly Elsayed AFNI, the following areas were identified and confirmed through peer review:

- Leadership;
- Avoiding ship/whale strikes;
- Looking seeing and observing;
- Over-reliance on AIS;
- Maritime situational awareness;
- Effective communication;
- The benefits of Human Centred Design.

Thanks to funding from the EU and UK Research and Innovation (UKRI), short training videos on all these subjects are now freely available to all in the maritime industry. All maritime education and training organisations, shipping companies and individuals are urged to familiarise themselves with these free resources and embed them into their existing syllabus. The Nautical Institute is also pleased that, through this work, Capt Elsayed, Senior Technical Advisor has been elected as a member of the International Whaling Commission to further the joint industry work to prevent ship/whale strikes.

Technology/automation

The Nautical Institute recognises the growing impact of autonomous technologies and is at the forefront of discussions on safe and effective implementation. In particular we are grateful to the members of the NI ATAG (Autonomous Technologies Advisory Group) chaired by Capt John Owen AFNI. ATAG members Capt Jaquelyn Burton AFNI; Capt Nic Gardner AFNI and Capt Ann Pletschke FNI have made significant contributions to *Seaways* and in webinars.

The Nautical Institute will continue to focus on how technology and automation can add value and be implemented to best effect. Of particular interest might be the webinars and articles on the 'digital shipmate' and the ITF/WMU report on the impact of technology on seafarers.

SAFETY & ENVIRONMENT

Fishing safety

In association with The Seafarers' Charity, The Nautical Institute launched the Thrive in Fishing project, aimed at encouraging young professionals into the UK fishing sector. The project received £30,000 in funding and is expected to inspire similar global initiatives. The Fishing Safety Advisory Group, made up of members of the fishing community under the chair of Robert Greenwood, looked at measures to improve and develop safety in fishing and attended relevant IMO meetings.

The Green Curriculum

November 2024 saw the release of the Training Standard for Handling Alternative Fuels, one of the first of its kind. The Nautical Institute actively participated in global initiatives like the Maritime Technologies Forum (MTF) and the UN Global Compact Maritime Just Transition Task Force, contributing to IMO reports and discussions on future fuels.

Supporting our people

The Nautical Institute has increased engagement in seafarer welfare and career development, ensuring that the perspectives of its 47% seagoing membership are represented at high levels, including IMO meetings. The Institute continues efforts to improve cadet sea-time opportunities, and encourages greater involvement from women maritime professionals.

Looking ahead

This report highlights The Nautical Institute's ongoing contributions toward improving maritime safety, knowledge sharing, and professional development. Our initiatives in membership engagement, branch expansion, publications, advocacy at IMO, and digital transformation are driving tangible benefits for the industry. Moving into 2025, we remain committed to enhancing professional standards and supporting the next generation of maritime leaders.



Past President Andre Le Goubin with cadets in Manila



Qasim Masood addresses the DP Regional Training Providers event



Six new DP training centres were accredited in 2024

QUALIFICATIONS MARINE AND OFFSHORE (M&O)

The Nautical Institute's Qualifications M&O department plays a crucial role in enhancing maritime safety and professional development. By setting and maintaining high standards for maritime professionals worldwide, we support safer operations through Dynamic Positioning (DP) accreditation and certification. In close cooperation with our stakeholders, we continuously review and improve our processes.

Regional Training Provider engagement

In September 2024, we hosted our fourth Regional Training Providers event in Bali, Indonesia. This two-day conference gathered approximately 100 delegates, including 51 training centre representatives, fostering valuable discussions on:

- Safe DP operations;
- Training standard improvements;
- The successful implementation of The Nautical Institute mandatory CPD Scheme.

Continuing Professional Development (CPD) for DPO revalidation

A significant milestone in 2024 was the implementation of mandatory CPD for the revalidation of NI DPO and Dynamic Positioning Vessel Maintainer (DPVM) certificates, effective 1 January 2024.

DPOs and DPVM certificate holders renewing their certificates must now:

1. Demonstrate NI-approved CPD or
2. Complete the DP Refresher and Competency Assessment Course
3. Fulfil the mandatory 150 days of DP sea time.

DP certification and accreditation

In 2024, we received 5,288 online applications for DP certification and issued 5137 certificates. While our Key Performance Indicator (KPI) for processing DP certification applications is ten working days, we exceeded this target, achieving an average processing time of seven days.

To further improve our services, we hosted a DPO workshop with our CRM provider OOMI in November 2024, gathering NI Certified DPOs from across Europe. Key outcomes included improvements to the DPO online application process, now implemented in our new website and NI Alexis platform.

Approved Training Centres

We maintain 83 accredited DP training centres worldwide:

- 19 in the Americas;
- 30 in Asia & Australasia;
- 34 in Europe & Africa.

In 2024, we conducted 40 accreditation and reaccreditation audits, successfully completing 38, including the accreditation of six new training centres.

DP Vessel Maintainer Training and Certification (Engineers)

The DP Vessel Maintainer (DPVM) Scheme continues to grow. Since inception of the scheme in 2021, we have issued:

- 4,502 DPVM logbooks;
- 1,287 DPVM certificates.

In 2024 alone, we received 917 DPVM applications and issued 854 certificates.

Ballast Control Operator Accreditation Scheme

The Nautical Institute also offers Ballast Control Operator (BCO) Accreditation and Certification services. Twelve BCO certificates were issued in 2024, making a total of 65 since scheme launch. One BCO training centre (Poland) was approved.

Vessel Traffic Services (VTS) Accreditation Scheme

The VTS Standard was reviewed and re-released in August 2024. We have one approved training provider in Finland.

Ice Navigation Scheme

The Nautical Institute continues to offer the leading globally recognised qualification for those responsible for navigating in ice conditions and registrations continue to grow. To date nearly 250 Ice Navigator Certificates have been issued, including 26 new certificates in 2024.

Oil Spill Response Accreditation Scheme

2024 saw an increase in the membership of the International Scheme for Oil Spill Response Training Providers. There are now an additional three companies fully enrolled and a further three who are progressing towards accreditation. New areas include Israel, Canada, Angola and Malta.

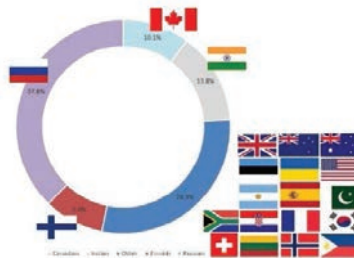
The UK scheme accredits eight companies, a figure which has not changed over the year. The Nautical



DP training centre locations



Certified Ice Navigators by nationality Jan 2021



Locations of Certified Ice Navigators



Presenting a certificate of course completion

Institute remains the only company authorised to carry out Training Accreditation in the United Kingdom on behalf of the MCA.

There are now 52 active companies across both schemes, maintaining the gradual increase we have seen over the last few years.

In 2024 ADNOC, in the United Arab Emirates, became the first non-UK Nautical Institute accredited Oil Spill Removal Organisation.

There remains a significant opportunity to develop the oil spill removal organisation accreditation

service, and it is expected that the training schemes will continue to offer opportunities for growth at similar levels.

Client feedback and regulator engagement indicates there is a need to develop a scheme to qualify individuals as trainers in Oil Spill Response. This will be developed in 2025.

THE ACADEMY

The Academy has enjoyed another successful year and continues to grow steadily. The number of course dates, both open and company-specific, has increased, reflecting customer confidence and demand. The Academy's courses continue to consistently enhance the professional development of both seafarers and shore-based employees. Feedback remains overwhelmingly positive, with an overall satisfaction rating of 4.7/5.0.

In 2024, the Academy was awarded a £30,000 grant by The Seafarers Charity to support the training of seafarers in leadership and management and psychological safety. This has enabled the Academy to offer 38 fully funded course seats for seafarers from less economically developed countries. The grant underscores confidence in the Academy's commitment to enhancing leadership and management skills in the maritime industry.

The Academy developed and extended several programmes in 2024, including courses in RightShip Inspections, Introduction to Alternative Fuels and Alternative Fuels, Technical Insights. It conducted several reviews and successfully extended the Navigation Assessors Course to include mooring and cargo assessments.

There was continued high demand for courses that help participants develop employment pathways, with the ISM Lead Auditor and Navigation Mooring and Cargo Assessors courses being particularly popular.

In 2023, The Nautical Institute gained approved status as a training centre of the Institute of Leadership and Management (ILM) with the Command Diploma Scheme (at Level 7). Approval has now been extended to include the Leadership and Management Maritime Operations courses (at Levels 3 and 5).