



**Before and After** Darling Harbour berth 3 on 19-11-07 above and Barangaroo on 1-07-08 below



## In This Issue

**Annual General Meeting**  
**Christopher Rynd FNI**  
**Navigational Developments at Carnival Australia**  
**Maritime Human Factors – Leadership and Coaching Concepts**  
**People**

**Captain Tim Muir**  
**Captain Anthony Beale**  
**Captain David Hancox**  
**Gordon Solomon OAM**  
**Dates for your calendar**



## Annual General Meeting

Our tenth Annual General Meeting was held on 28th May, at the Sydney Ports Marine Base. Although better than in previous years, the attendance was disappointing. However, the quorum was achieved and the business of the meeting completed.

Branch Chairman, Barclay Ross opened the meeting, and having welcomed everyone, then suspended the business of the meeting in order to present a Certificate of Fellowship to Christopher Rynd (see report on page 3).

Richard Lorraine presented the Branch Secretary's report covering membership, meetings, branch representation, branch web site, branch computer, the branch newsletter and sponsorship. The meeting endorsed the committee's decision to have the web site professionally upgraded and updated. The meeting thanked MariTrade and in particular David Bendall for the ongoing sponsorship of the web site.

John Harding, Branch Treasurer, presented the audited accounts. Spending was kept within budget. The balance continues to decrease and based upon the proposed budget an increased subvention will be required. The meeting approved the proposed budget for 2008-2009 and agreed on an increased subvention request.

Barclay Ross, in presenting his Chairman's report, noted the good programme of quarterly and other meetings. He asked the meeting to thank John and Richard, for their sterling efforts.

He thanked David Bendall and Shane Hobday for their continuing support of the work of the branch, and reported that Carnival Australia are close to providing support for the cost of running the branch. He reported that the strong association with the Sydney branch of CMMA continues. He thanked the committee, especially Mike Bozier, Ian Liley and Howard Pronk for their support throughout the year. He pointed out that attracting new members continues to be a problem and hoped that possible Government support for the national fleet would result in new members.

Richard advised that he would be standing down from the committee under doctor's orders. The other members of the current committee had agreed to stand again. As there were no other nominations, the Chairman and committee were re elected. Jillian Carson-Jackson has subsequently agreed to become the branch secretary.

There was a discussion about the view that the current "Collregs" disadvantaged square rig sailing vessels. Ken Edwards agreed to liaise with Iain Kerr to provide comments to AMSA.

Ken Ross reported that David Hancox had passed away in April and the meeting agreed to donate \$100 to the Mission to Seafarers in Melbourne in David's memory.

The minutes and branch accounts are enclosed with this newsletter.



Ken Ross (left), John Harding, Mike Bozier, Ken Edwards, Mike Williams, Christopher Rynd, Iain Kerr, Barclay Ross, Barry Keeble, Mike Drake and Chris de Jong at the 10<sup>th</sup> AGM

## Navigational developments at Carnival Australia

Mike Drake MNI Director Nautical Operations, Carnival, Australia gave a presentation on Navigational developments at Carnival Australia to the May combined meeting with the Sydney Branch of the Company of Master Mariners of Australia.

Mike who is based in Sydney came from a P&O background and explained the basic structure of the global organisation & the various cruise companies that make up Carnival Corporation & PLC.

These combined companies operate around 85 ships worldwide. Carnival Australia is one of eleven divisions within the Carnival Corp. & PLC. The primary brand represented by Carnival Australia is P&O Cruises, Australia which has two ships- Pacific Dawn based in Sydney & Pacific Sun based in Brisbane.



Pacific Dawn on her first call at Sydney

These ships share the same Safety Management System as other brands in the former P&O Princess Cruises division of companies, notably Princess cruises and P&O UK, plus Cunard. All four companies operate to the same SMS and share the same pool of officers.

These brands operate around 30 ships and visit well over 500 ports worldwide. The ages and technology across all these ships is varied and includes some tonnage that has been inherited from other operating companies. Therefore the bridge equipment & layout is also varied.

Carnival Australia has recently increased the portfolio of Australian ports and also the number of visits to each, this year in response to customer demand.

Mike explained how Carnival Australia together with Princess, P&O UK & Cunard have embarked on a major project to ensure that their onboard Bridge procedures incorporate all the latest knowledge of Human factors and Bridge Resource Management as well as technological improvements. A Company owned Full Mission Bridge Simulator is expected to be part of this project in order to maximise training in all these areas.

## Christopher Rynd FNI

At its December meeting, Council resolved to elect Christopher Rynd as a Fellow of the Institute.

HQ had hoped to present Christopher with his Certificate of Fellowship at the Annual General Meeting of the Institute in Antwerp but Christopher was unable to attend. Philip Wake then asked us to present the certificate as Christopher expected to be in Sydney for our AGM.

Barclay Ross suspended the business of the AGM to present the certificate to Christopher. In presenting the Certificate, Barclay briefly outlined Christopher's career and mentioned his articles on Podded Propulsion in Seaways.



In keeping with our tradition that new Fellows should be presented with their certificates by other Fellows of the branch, Ken Edwards and Ken Ross along with Branch Chairman Barclay Ross presented the Certificate of Fellowship to Christopher Rynd.

In response Christopher indicated that he would be spending more time in Sydney and hoped to be an active member of the branch in the future.

### Richard Lorraine

The first phase of the outlined procedures, called Bridge Team Command & Control is presently being introduced into the Fleet and will be complete on all ships by the end of the year.

### Mike Bozier

## Maritime Human Factors Leadership and Coaching Concepts

Our first meeting in Canberra for a while was held at the offices of the Australian Maritime Safety Authority on 5<sup>th</sup> May.

A presentation was given to the meeting by Mr. John Walker, a principal of Walker Wilson Associates and Capt. Ted van Bronswijk, Branch Master of the Sydney Branch of Company of Master Mariners of Australia.



Iain Kerr introducing John Walker

A unique partnership has been formed between Walker Wilson Associates and CMMA, to promote a range of programmes including.

- Executive and managerial leadership of sea and shore operations
- The development of high performing ship/shore-office teams
- Managing and mediating conflicts in the maritime environment
- Leading and managing in maritime environments where stress and fatigue can affect leadership judgement.
- Maritime organisational diagnostic human factor reviews

John Walker had sea-going experience before taking up a career in organisational behaviour. His career has included ten years working with members of the Royal Canadian Mounted Police. He is very familiar with disciplined work environments.

His research shows that leadership and behavioural based programs are highly relevant to the maritime industry. Companies within the industry need a mature organization in terms of hands on, long term management, good proactive communication, teamwork involving all parts of the organization and last but not least focused leadership.

An example of a completed project for CSIRO was the development of the Voyage Manager's role on the research ship "Southern Surveyor". There are significant accountabilities and pressures on the scientific

endeavours in 'one-off' research voyages, with time critical restraints, tightly prescribed plans and budgets.

The Voyage Manager's role is critical to ensuring that the vessel crew and the scientific staff work together as a cohesive team and that scientific goals are achieved. It is a huge, accountable and demanding job, involving:

- The pre planning stage
- Significant parts of the mobilisation to and demobilisation from the vessel
- Managing the overall factors of differing OHS requirements.

When a voyage has started the principal tasks for the Voyage Manager are:

- Sticking to the voyage plan under pressure to change
- Managing potential conflicts between scientific and maritime leaders and crew.
- Providing effective liaison between the different positions and interests of the key stakeholders
- Managing conflicts internally with either group.

Conflicts could arise due to external factors such as weather that was unsuitable for the scientific tasks or internal factors such as scientific staff using ship's lifting equipment.

### The world class Australian 'Team Management Profile' ([www.tms.com.au](http://www.tms.com.au))

A person's Team Management Profile is based on personal work preferences, as determined from responses to a questionnaire. It is a starting point for consideration of how a person approaches their work and interacts with others in their workplace groups or teams. All work teams need to consider eight key activities that are essential for high performance:

Advising.	Gathering and reporting information
Innovating	Creating and experimenting with ideas
Promoting	Exploring and presenting opportunities
Developing	Assessing and testing the applicability of new approaches
Organising	Establishing and implementing ways of making things work
Producing	Concluding and delivering outputs
Inspecting	Controlling and auditing the working of systems
Maintaining	Upholding and safeguarding standards and processes.

Answers to the questionnaire are applied to work preference measures:

How you relate with others	Range: Extrovert to introvert
How you gather and use information	Practical to creative
How you make decisions	Analytical to beliefs
How you organise yourself and others	Structured to flexible

### To Page 5



**From Page 4**

A person's area of highest preference or major role can be plotted on a wheel diagram as below.



Each preference has two related roles which indicate the next highest preference areas.

Individual profiles can be plotted on a combined team wheel.



A balanced, cohesive team should have a near equal distribution over the eight preferences. The maritime industry would be heavily represented on the right hand side.

The Company of Master Mariners of Australia made use of these principles in their submission to the Federal government Coastal Shipping Enquiry, when making the point that Merchant Navy officers are primarily technical (right hand side) yet the modern Master and senior officers have to deal with complex leadership and human factor issues such as:

- Leadership and behavioural safety e.g. bridge communication and cross cultural communication on vessels with international crews

- Communicating effectively with agents, ship owners and shore staff on technical matters
- Managing and mediating conflicts
- Leading and managing human environments where stress and fatigue can affect leadership judgment
- Leading behavioural safety
- Mentoring on board where ship operation training may have gaps in essential competencies
- Managing the morale and teamwork in a profession that is no longer as attractive to younger people than in the past.

A similar point is made in STCW\39\7-3

4. Due to multilingual, multi-ethnic and multicultural crew on board ships, communications and leadership skills are essential for smooth and efficient operations.

.....there is a need to train seafaring officers to improve their competence in the non-technical resource management skills required to ensure effective error prevention, detection and management in order to ensure safe and efficient maritime operations.

. Within these industries there is now a general acceptance of the core competences required for effective communication and leadership. Within the civil aviation industry it has been argued that these skills form a fundamental part of any error management philosophy and are highly applicable to any domain where teamwork and technology are required. It therefore follows that competence in relation to communication and leadership skills is essential for all seafarers.

Maritime technical managers may be subject to a blind-spot that creates specific concerns including:

- An inability to motivate crew, resulting in low morale, resistance to change and failure of safety procedures (ISM Codes of Practice)
- An inability to apply situational leadership – stuck in autocratic mode
- Allowing safety behaviours to fall below critical mass due to an inability to understand and manage a range of behaviours
- Poor people management of crew and shore based clients/personnel
- An inability to deal with conflicts, allowing them to fester
- Not managing poor performers and de-motivating affecting good performers
- Allowing teams to languish or not to function
- Inability to delegate authority appropriately

It is envisioned that there will be a two way relationship between WWA and CMMA, using programmes that are tailored to meet the specific organisational needs of maritime industry companies. It is intended that opportunities will be identified and made available to involve members in a variety of relevant activities ranging from executive learning and development, managing conflicts to behavioural research and review. There is a significant pool of coaching talent, experience and operational capability within CMMA available either separately or linked to CMMA/WWA projects. Suggested activities include:

- Coaching programs for newly promoted officers and shore personnel including on-line tutorials and work based learning

**To Page 7**

## Captain Tim Muir

It was my very sad duty during June, to advise that Tim Muir passed away.

Timothy Michael Muir was born in Glasgow in May 1943. After spending two years pre sea training at HMS Worcester he went to sea with Port Line in about 1960. How long he spent with them is not known but it is generally accepted that he ended up with Jardine Matheson on the Far East - Australia run.

He met his wife, Ging, whilst with Jardines and ended up coming ashore in Melbourne after a period on the coast with ASP. He worked for local government as a surveyor in the eastern suburbs of Melbourne and joined the floating plant section of the Ports and Harbours Division of the Victorian Public Works Department as Mate on the buoy exchange vessel "The Rip" in 1980. He spent a year there before coming ashore as Marine Officer still with Ports and Harbours. He remained as a Marine Officer until the Public Works Department was disbanded in 1986 and its responsibilities were handed to the Port of Melbourne Authority. Tim became Senior Marine Officer as a result of that merger.

When the Port of Melbourne Authority was broken up in 1996 he became Manager Marine Operations with its successor organisation, the Victorian Channels Authority. In that position he also acted as Melbourne Harbour Master. When, once again, the Victorian government had a reorganisation Tim stayed in the same position with the newly created Port of Melbourne Corporation and it was from this position that he took sick leave early last year.

## Captain Anthony Beale

It was my very sad duty during June to advise that Tony Beale passed away.

Tony passed away at home with his immediate family after battling cancer since December.

Tony had a distinguished career with Australian National Line, ASP Ship Management and TT Line. His professional life spanned across four decades. His achievements were indeed vast, collecting experiences, contacts and colourful stories. All of these he loved to regale to colleagues, friends and workmates.

Whilst Tony reached the pinnacle in both his career paths, master and then Director, he only referred to himself as a "simple sailor man".

Tony was with TT Line for just over 10 years where he was thought of fondly and respected by all.

He is survived by his wife Kathy, children and grandchildren.

The Branch has made a donation to the Missions to Seafarers in Melbourne in Tony's memory.

He is survived by his wife Ging, and three children.

The Branch has made a donation to the Missions to Seafarers in Melbourne in Tim's memory.

## Captain David Hancox

Ken Ross advised the Annual General Meeting that David Hancox had passed away in April. This was also reported in the June Edition of Seaways, and Lloyds List DCN of 5<sup>th</sup> June. The obituary from LLDCN is reproduced at right.

David was a former Fellow of the Institute and the Branch has made a donation to the Missions to Seafarers in Melbourne in David's memory

**NATIONAL NEWS** www.lloydslistdcn.com.au bringing you the daily news and weekly paper  
Lloyd's List DCN June 5, 2008 | Page 7

**Obituaries**

# Legend who wrote the salvage book

**Sam Collyer\***

DAVID Hancox was never one to crave attention. Yet those who knew him say if there was ever a salvor who had every right to talk up his achievements, it was him.

Captain Hancox, who died in March after a battle with inoperable cancer, was known within the tight-knit salvage industry as one of its legends; a man said to have possessed "a phenomenal and encyclopaedic memory" and unrivalled attention to detail.

He was a man of few words but immense skills – shunning the limelight to focus on the task at hand.

And focussed he was. By the end of his long career, he had been involved in more than 150 major salvage operations and many more wreck removals. Ironically, his final salvage operation was arguably the most high-profile.

Capt Hancox was on *Pasha Bulker's* bridge when the bulk carrier was successfully refloated from Nobbys Beach in July last year.

The media contingent had flocked to the beach to watch the drama unfold and get the inside information on how it was achieved.

**Sea time**

His similarly-media-shy colleague, Captain Drew Shannon, would be designated to field questions, allowing Capt Hancox to escape any attention.

It was just the way he wanted it.

Born in 1944, Capt Hancox followed his father – former Geelong harbour master, the late Dal Hancox – into the maritime industry where he quickly decided to pursue a career as a specialist salvor.

He joined British India Line as a cadet in 1960, but grew restless and left after two years to serve the rest of his sea time on a large tanker, first as a seaman and later as pumpman.

Capt Hancox served with Pacific Tug and Salvage Corp in Hong Kong for five years until 1970, by which time he worked through the ranks to gain his Master's Certificate.

It was during this time he began a long association with USN Salvage and with the Australian army, and began working in harbour clearance and wreck removal.

Capt Hancox's first command was the *Pacific Salvor*, but he soon resigned and left Hong Kong to join SELCO Group in Singapore.

It was at this time that he married his wife of 29 years, Kazuko, who died in 2000 after a long illness.

Between 1971 and 1979, he was salvage officer, salvage master and superintendent with SELCO, after which time he took nine months' sick leave and then joined Howard Smith in its Geelong office with its towage and salvage division.

He would help design new-generation tugs that could handle both harbour work and seagoing emergencies, rejoining SELCO for four years until again returning to Australia.

Howard Smith, which would later become United Salvage (now owned by Switzer), retained Capt Hancox as senior salvage master, maintaining his role as a consultant during changes to the salvage company's ownership.

He remained with United Salvage until he went on sick leave not long before his death.

Capt Hancox's attention to detail bordered on the obsessive. Colleagues said he was brilliant almost to the point of madness.

His notetaking and subsequent filing system was so comprehensive that admiralty lawyers would welcome any opportunity to access his information on casualties as they knew it would be thorough.

During the quiet times between salvage operations, Capt Hancox compiled what colleagues said was the only comprehensive technical guide to civil salvage – *Reed's Commercial Salvage Practice* – a 1,255-page monster published in 1986.

Just 500 copies were produced and many now sit proudly on the book shelves of shipping industry offices worldwide.

Such was the esteemed with which the legendary salvor was held that colleagues wore United Salvage overalls to carry his casket to the hearse during his funeral service in Melbourne.

He is survived by his daughter Harumi, son-in-law Darren, granddaughter Hannah, sister Shelley and brother Michael.

\*With the assistance of Ken Ross, former United Salvage managing director



**SADLY MISSED:** Captain David Hancox, middle, with his United Salvage colleague, Captain Drew Shannon, left, and the Newcastle harbour master, Captain Tim Turner.



## Gordon Solomon OAM

In May I had the very sad duty to report that Gordon Solomon had passed away. A service, celebrating Gordon's life was held on 27<sup>th</sup> May where Captain Ted Van Bronswijk gave the eulogy. The eulogy is reproduced below:

I first met Gordon in 1982 when I had joined the Company of Master Mariners, shortly after I settled in Australia. We were friends ever since. We worked together on many events commemorating the work of the Merchant Navy. I'm deeply honoured that Phyllis has asked me to speak today.

As you know, Gordon went to sea in his early life (at around 14 years of age, a couple of years before the outbreak of the Second World War). During that war he served aboard merchant ships sailing between Australia and Fiji, India, New Guinea and New Zealand. He was in Darwin during the Japanese air raid.

So he knew first-hand what life was like at sea, both in peace-time and at war. He knew the mateship that forms when you spend a great deal of time together on a ship, with each person supporting the others in keeping the vessel, that is both your home and your protection, safely afloat.

By the 1950s Gordon had left the sea and eventually went into his own businesses, one of which was owning and driving a taxi. I understand it was through driving ships' crews from Sydney to Port Kembla and Newcastle that he had the idea of a publishing a newsletter that would help, in his own words, 'to keep the crowd together'.

That newsletter was *The Red Ensign*, named after the flag of the Merchant Navy. It emerged in 1970 and has been going ever since ... But I'll get to *The Red Ensign* a little later.

Gordon's interest in promoting the Merchant Navy was to be seen even in the 50s, when he started collating the names of merchant seamen who had died in enemy action during the Second World War. He started this with two shipmate friends but was later doing it alone. By 1963 and 1964 he was able to add names to the roll of the Merchant Navy War Service League in Melbourne.

During the 1970s he had started a tradition of holding dinners and luncheons at his home each year to bring seafarers, past and present, together. Ships' cooks prepared the meals for these gatherings. Eventually the numbers became so large that a new venue had to be found. So Gordon organised these events to be held at the Markets Club in Flemington, Sydney. For more than 20 years there have been two social luncheons a year at the Markets Club, continuing the tradition started at Gordon's home. The profits from these gatherings went to the Merchant Navy Memorial at the Sydney Rookwood Cemetery, where a service is held in April each year to commemorate those merchant seafarers who served during war or gave their lives in war service.

In the 1980s Gordon organised the first Merchant Navy luncheon at the New South Wales Parliament House, with sitting member Barney French as host. He tried to make this an annual event and eventually, under Liberal-National Coalition Premier Nick Greiner, the luncheon at Parliament House was formally instituted on a permanent basis. A later Labor Government gave permission for the Red Ensign flag to fly over Parliament House for the annual Merchant Navy luncheons. These luncheons now receive 180 to 200 bookings each year. Gordon was very proud of this parliamentary recognition for the Merchant Navy.

During the 1970s Gordon had joined the RSL's Sydney Merchant Navy Sub-Branch and the Merchant Navy Association. He was later elected Treasurer for each of those organisations and, in the 1990s, he was elected President for each of them.

The Merchant Navy Association, under Gordon's leadership, worked with the Company of Master Mariners in raising funds for a national Merchant Navy memorial in Canberra. The Federal Government of the day matched the funds we raised, and so we now have the Merchant Navy Memorial standing on the shore of Lake Burley Griffin in Canberra. It was unveiled in October 1990 by the then Governor-General, Bill Hayden. Gordon arranged a memorial dinner the evening beforehand at the Canberra Club, with 300 people attending. Since then, there has been a special service at this national memorial in October each year, attended by consuls, representatives of Australia's defence forces and many other dignitaries who honour the wartime contribution of the Merchant Navy. Gordon always organised the convivial Canberra Merchant Navy Dinner for the preceding evening.

Gordon also worked tirelessly making representations to various Government departments and politicians to have September 3<sup>rd</sup> recognized as Merchant Navy Day, as is the case in the UK and Canada. In his words, he wanted to see a special day granted, not as a holiday, but just specially set aside to remember those merchant mariners who served Australia, those who died for Australia in wartime, and those who have pioneered the development of our country.

Why was this so important to Gordon? Gordon knew what the outbreak of war meant for merchant mariners. Although not a part of the armed forces, these civilians now came under government control during war-time. They were expected to serve without question on merchant ships carrying cargo for the war effort (often highly dangerous cargo). They were expected to evacuate people and to transport personnel of the armed forces. And there were laws to punish them if they did not follow government directives. And merchant ships in war-time were highly vulnerable. Not only were they at the mercy of the weather, but also they were plainly exposed to attacks from the enemy on, above and below the surface. Protective naval escorts were not always provided.

The pay of merchant mariners, contrary to rumour at the time, was below that of their Armed Forces counterparts. They were not provided with uniforms, paid leave or leave benefits, pension benefits or medical benefits. If their ship was sunk, then that was the instant when all pay stopped. Survivors became classified as destitute and it was up to charities to help repatriate them. Only after many sinkings off the Australian coast in 1942 were the regulations changed to allow pay to continue until seamen reached their home port. And yet merchant seamen continued their hazardous work, moving food, civilians, civilian supplies, military equipment and military personnel around the world.

Thousands of merchant mariners lost their lives carrying out their courageous war-time jobs - in the Second World War it was probably one in every 16 Australian seamen, probably one in every six British seamen and probably one in every 26 American seamen that perished. It is widely and reliably reported that the death rate within the Merchant Navy during that war was higher, proportionally, than the death rate within the Armed Forces. Gordon wanted to honour those who had sacrificed their lives, and also those who had survived. And, in his words, 'we are an island nation, and depend on the sea for our major trading'.

At last, in April 2008, Deputy Prime Minister Julia Gillard announced that September 3<sup>rd</sup> will be declared an annual Merchant Navy Day, to recognize the contribution of Australia's maritime workforce. But Gordon's work was not always on such a large, public scale. He also ran his own private 'welfare program', keeping in regular contact with dying, sick or housebound seafarers. He shared his time with them generously, and was committed to keeping them in touch with the 'Merchant Navy fraternity'. He set a caring example that is rarely seen.

As well as personal visits, Gordon arranged transport to help older and less mobile seafarers attend social occasions and memorial events. This not only kept them in contact with friends from their Merchant Navy days, it was also a way of reminding them of the honourable contribution they made as seafarers, whether in peace-time or in the war effort.

And finally, back to *The Red Ensign* ... Gordon started this off as a single-page A4 newsletter in 1970. From that small beginning it became a smart, quarterly publication, often of 32 A5 pages. *The Red Ensign* now has a distribution of nearly 1500 copies each edition. It goes to subscribing members of the Company of Master Mariners of Australia, the Merchant Navy Associations of Australia and of Tasmania and South Australia, the Merchant Navy RSL Sub-Branches of New South Wales and of Victoria, the Merchant Navy War Service League, the Allied Merchant Seamen's Association of Western Australia, the Norwegian War Veterans' Association, the Vindicatrix Associations of Australia ... and many other people across the country. The latest issue was mailed out last week.

Gordon has always been the Editor of *The Red Ensign*, invaluable assistance over the last few years by his devoted wife Phyllis. He achieved his vision for *The Red Ensign* – it has successfully kept the Merchant Navy fraternity in touch and informed about so many matters of interest to seafarers. Gordon always had it full of articles – stories written by seafarers sharing their memories of life at sea, and informative pieces on maritime history or about recent developments in the maritime world. There were also snippets of latest news from various ports, and enquiries from seafarers seeking to rekindle friendships with old mates. It kept people posted about friends from the sea who were ill and those who, sadly, had 'crossed the bar'. *The Red Ensign* was an invaluable way for us seafarers to stay informed about Merchant Navy events around Australia, and also about the campaigns to achieve formal recognition of the Merchant Navy's contribution to our society.

Through *The Red Ensign* Gordon helped publicise and build support for the magnificent campaigns of his colleague Bob Nelson to properly recognise the war service of merchant seamen. Those campaigns succeeded in obtaining the service pension and full veteran's repatriation benefits (the Gold Card) for Australian Merchant Navy veterans. Some of the Gold Card's benefits also now flow to British and Allied Merchant Navy veterans who have made Australia home. The campaign continues and seeks to bring to British and Allied Merchant Navy veterans all of the benefits that are available to their Australian counterparts.

Gordon shared his knowledge, skills and years of experience in organising social events and producing *The Red Ensign*. He helped fellow seafarers all over Australia, and even in New Zealand, to set up their own re-unions and local newsletters. He would travel to their port or town to help them bring their ideas to fruition and to develop their own locally focused bulletin. Even at 85 years of age he had not stopped his regular travelling along the eastern seaboard, to places such as Hervey Bay, Maroochydore, Brisbane, the Gold Coast, Byron Bay, Port Macquarie, Norah Head, Bomaderry and Canberra, organising gatherings for the Merchant Navy fraternity at local RSL clubs.

The May/June 2008 issue of *The Red Ensign*, which has just been distributed, was Gordon's last issue. The next issue will be put together by Gordon's wife Phyllis, who has enthusiastically supported Gordon in his Merchant Navy work. She will be using material that Gordon still had on hand. But that will be last issue of *The Red Ensign*. It will be an enormous loss ... but, in reality, *The Red Ensign* was published solely by Gordon. I cannot speak too highly of my friend Gordon. A telling example of the regard in which he is held by the Australian Merchant Navy fraternity is the Outstanding Achievement Award made to him by the Company of Master Mariners. In 2005, the Company initiated a national, annual Outstanding Achievement Award. This was the first time the award was being made so the Company's branches in different ports around Australia were putting forward very strong candidates. The Sydney Branch had no hesitation in putting forward Gordon as its official nominee. Gordon's history of achievements made him the clear national choice among his merchant marine colleagues for this award for contribution to the maritime industry. It was, of course, separate to the Medal of the Order of Australia, which he had already received in 1996 in recognition of his service to veterans, particularly merchant mariners.

Gordon had the enthusiasm, drive and passion of a man of much younger years. He was not contemplating retiring from the great work he was doing for the Merchant Navy fraternity.

If we could choose the time of our passing, then perhaps Gordon would have chosen the ending that was ultimately granted to him, to be working right up to the end, doing good for his Merchant Navy colleagues. And we are truly indebted to him.

Ted van Bronswijk  
27 May 2008



Gordon (left) receiving his Outstanding Achievement Award from John Carroll in 2006



**From Page 5**

- On board, and in house specifically tailored leadership/behavioural programs
- Training and accrediting mentors for both technical/operations learning and human factors.
- Undertaking, behavioural, operational and safety reviews
- Identifying specialist coaches in maritime operation from the CMMA/NI
- Supporting but not replacing TAFE, NI or other established training programs.

It is estimated that 180,000 new people will be needed at sea over the next three years. This is at a time when the size and complexity of ships is increasing, such as cruise vessels, gas carriers, container carriers and specialist heavy lift vessels. The result could be a reduction in operational competencies unless concepts like the one outlined above are put into place.

**Mike Bozier**

**Branch Secretary**

As reported earlier I have stood down as Branch Secretary. Chest pains in late February resulted in an overnight stay at Nepean Hospital and a day of stress tests. All is OK but my doctor decreed that I needed to reduce the stress and worry in my life. That meant my NI and AMOU activities had to stop. So this will be my last Newsletter.

Jillian Carson- Jackson has agreed to take over and I wish her all the best as Branch Secretary and Editor

**Richard Lorraine**

**People**

Hello to Kendall Carter who has transferred his membership to the branch.

Congratulations to Ben Terry on his recent marriage. I guess being on honeymoon is an acceptable excuse for not attending the AGM.

And last but not least our very best wishes to Pat Blamey.

**Dates for your calendar**

**2nd Wednesday of the month**  
1830 hrs

**Sydney Branch of the Company of Master Mariners Of Australia**  
**Standing invitation to members**

NSW Sports Club, Hunter Street, Sydney

**Contact Barclay Ross (02 9975 5578)**

**4<sup>th</sup> Wednesday of the month**  
1830 hrs

**Melbourne Branch of the Company of Master Mariners of Australia**  
**Standing invitation to members**

RACV City Club, 501 Bourke Street, Melbourne

**Contact John Turnbull (melbsec@mastermariners.org.au) or phone 03 5281 5068)**

**Last Wednesday of the month**  
1230 hrs

**South Australia Branch of the Company Of Master Mariners of Australia**  
**Standing invitation to members**

Port Dock Hotel, Port Adelaide

**Contact: Howard Pronk (08 84475924 / 0417 714649)**

**Wednesday 13<sup>th</sup> August**  
1830 hrs

**Sydney Meeting with CMMA**

**“Introduction of IALA standard VTS across Australia”**

Jillian Carson-Jackson, Manager, Vessel Tracking, AMSA

NSW Sports Club, Hunter Street, Sydney

**Contact Barclay Ross (02 9975 5578)**

**Thursday 14<sup>th</sup> August**  
1700 hrs

**“What If?”- Desk top Emergency Response Exercise**

Blake Dawson Waldron, Level 36, Grosvenor Place, 225 George St, Sydney

**Contact Barclay Ross (02 9975 5578)**

**Tuesday 19<sup>th</sup> August**  
1830 hrs

**Special Sydney Meeting with CMMA**

**“The Four Masted Barque – Passat”**

Alston Kennerly, Master Mariner, FNI

NSW Sports Club, Hunter Street Sydney

**Contact Barclay Ross (02 9975 5578)**

Please note that the NSW Sports Club not only wishes to have earlier advance notice of numbers attending meetings but will also charge for any “no shows”. They are very strict about this and the branch has paid for a number of members who did not turn up on the night. If you would like to attend a meeting please advise Richard Lorraine by the 1200 on the Friday before the meeting. Should you find that that you cannot attend please advise Richard by 0930 on the Monday before the meeting and the “no show” charge should be avoided.

The South East Australia Branch of the Nautical Institute wishes to acknowledge the assistance of the Marine Operations Unit of Sydney Ports Corporation in printing this newsletter.