

Highlights of topics discussed on 13 September 2023

Welcome & meeting opened, PAW members intro

Acknowledgement that member Glenn Cairns who has chosen to retire. Glenn had been with PAW from the beginning, thanking him for his contribution.

Review and update of action log

Business update

We are entering a period of stability, whilst significant debt remains, we are moving back towards profitability. The ship building programme is slowing so it will likely be 2028/2029 before there are further new ships after Queen Anne. Similar to the previous update, ships are sailing full but ticket price not so high. Onboard revenue isn't generating as high an income as pre pandemic. There have been challenges such as the technical problems with QM2 and other events in the media. Projection for the end of the year isn't where we expected it to be at the start of the year.

P&O cruises new ships are on course to be profitable and new guests on the 2 new ships are very positive with high NPS scores, returning guests not so high. The demographic is changing so adjustments need to be made to reflect different spending habits.

For Cunard, the next big event is Queen Anne's arrival next year. Profit is challenging so stability is going to support us in the next year or so.

FLT are preparing for a set of roadshows in October. There will be a reset of direction, and focus on continuing to do the basics well, focusing on OCS to maximise number of cabins available for guests to book. Paul Ludlow is bedding in well in his new role as CUK President. Kate McAllister has recently joined as Brand President for Cunard.

Maritime Workforce future readiness (MWFR)

This has remained a regular item on the PAW forum. Michelle James left in July and Kelly Braithwaite has since joined on a secondment.

The establishment planning and employment model is complete. Now in the process of pulling together proposals and liaise with FMSB/FMSI as employers to then start consultation.

4 key areas of engagement group feedback. The purpose in OCB is to cover gaps which arise through unplanned events. Primarily the reasons OCB in current form doesn't work. There has been a lot of work going on in the background with premium pay seen as a potential solution. Feedback is that it should incentivise people who wish to work additional days. Needs to be available to everyone and in real time pay. 200 annual working days was highly desirable. It came through in the survey that there's no desire from officers to see any reduction in pay annually, realistically though if there is a reduction in days worked it would be challenging to keep pay as it is.

When asked about transition period to new number the preference was to go quickly over one year with over 2 years the next preferred as there would be a smaller reduction. Last time ADW was changed it was done over 3 years and feedback was that this felt too long.

There was a question about the survey identifying who is already on 200 days. Confirmed that the way the survey was set up it isn't possible to split the survey in to existing contracted number of days. If there is a move to 200 days, there's going to be more opportunity to take up additional days. The current OCB system does not serve its purpose, there are lots of underutilized days which cost a lot of money. These questions in the survey reinforce the data through engagement groups to ensure as many opinions and thoughts are gathered as possible.

The feedback regarding the survey is acknowledged and can't be changed at this stage. The survey forms one piece of the feedback gathered and will be further explored during consultation which will ensure there are representatives on all contract types. There can be further detail shared about the results but can only analyse it on fields available. The results are reaffirming and going back to BCG the findings were similar.

Next step is to finalise proposals for sign off/ employers. There will be engagement sessions with annualised officers shortly, invitations will have been sent. Overarching goal is to come up with something that works for everyone. Collective consultation will start mid-November which is when the first draft proposals will be shared. Boston consultancy group took a step back and looked at rotation patterns, what works and what could work. At that point the desire was a 12:12. The rotations team understand the current proposals, but no decisions have been made so no action has been taken on future rotations.

Please continue to ensure colleagues are checking their emails and visiting the dedicated page on the Insider for updates.

Maternity & Paternity, Fleet accompanied travel, Electric car

Electric car scheme- there was information shared back in June last year. This scheme has been considered for fleet colleagues but not likely to be offered since it is deemed as a salary sacrifice scheme and would only be possible to offer to UK resident Officers which would cause an unfair disparity among the Officer population.

Commitment made to explore firstly whether it's possible from a vendor perspective to offer to seafarers. The issue surrounding potential disparity amongst officers of non-UK nationality is likely to remain.

Paternity/Family friendly leave

This will be a focus moving forward, there is no timescale however it is understood that this is a priority for colleagues.

Until the policy is reviewed, please encourage colleagues to speak to the rotations and careers management teams who will support them and discuss their individual situation.

Nautilus have committed to sharing approaches from other cruise lines. Employers FMSB and FMSI would need to be consulted prior to any policy changes being made.

Accompanied travel policy

This forms part of CBA with Nautilus, this is one of the top policies to review. There have been lots of suggestions made about potential changes to the policy.

There is a large volume of work and there is a commitment to review the above policies. Over the coming months there will be movement on the above. Please encourage colleagues to feed back with ideas and suggestions. There has been a focus on return to service and now there is opportunity to review these areas.

Sustainability

Nautilus requested this as a standing item, so this will remain as a regular item. Sophie Portlock is Head of Maritime Sustainability, we will ask her or one of her team to attend future meetings. If there are any other particular areas you'd like to hear more about.

Decarbonisation is the no. 1 sustainability priority. This is how we will build a future-fit business and continue to deliver extraordinary travel experiences.

With our parent company, Carnival Corporation & plc, we have brought our 2030 decarbonization goal forward by four years and will now achieve a 20% carbon intensity reduction (relative to a 2019) by 2026.

We have a 2050 aspiration to achieve net carbon-neutral ship operations.

Carnival Corporation & plc is the only major cruise operator producing fewer greenhouse gas emissions today than in 2011, despite substantial capacity increases (30%+ increase in capacity expected through 2023). We do not claim anything that we cannot verify. There are claims from other cruise lines which maybe don't have the same robust backing.

We are doing this in four ways: 1) fleet optimisation; 2) energy efficiency; 3) itinerary efficiency; and 4) new technology and alternative fuels.

Sustainability in our sector doesn't end with decarbonisation and climate action. We are also prioritising the circular economy, biodiversity & conservation, sustainable tourism, diversity, equity & inclusion and good health and wellbeing. 2050 aspiration = carbon neutral operations onboard.

5 strategic themes 2030/2040 timeframe

Guest needs and preferences.

Workforce sustainable; more focus on pay, flexibility, adapt and change, shifting generation values. Diverse workforce nationality.

Destinations; for example tax in Venice, destinations are more sustainability aware. This means high port costs, economic instabilities such as wars have impact on itineraries and destinations.

Using scrubbers stops carbon in to the air but doesn't stop it going into the water, we haven't solved it, low emission fuels. Wind, solar or nuclear not solved yet.

Nature and our planet- food sustainability. The need to source food locally and focusing on how we work with partners ashore to do this.

Ship designs and refits, such as how we recycle and technology upgrades. The focus will remain on decarbonisation.

Rotations for 2024

Rotations dashboard is due to be released later this week, this is for vessels who don't have access to Mistral. The dashboard should enable heads of departments onboard to view crew on all vessels. You'll be able to see who is embarking, when and for how long and will identify who is new to sea. Anyone with departmental responsibility will have access to this.

AOB

The 2024 PAW dates survey will be sent out shortly, please complete so preferred dates can be accommodated where possible.

Nicola and Emma will be onboard Queen Victoria and Ventura on Tuesday with Rachel Lynch from Nautilus. Please encourage colleagues to come and speak to Rachel if they want any information or advice on Nautilus Trade Union.

Zenith revised welcome pack will be finished and shared shortly.

Feedback from colleagues onboard that the introduction of careers management team is well received. They find a lot of value in having someone to call or email shoreside who knows them.

There is a current issue with Mistral and the information it feeds through to joining instructions when someone is temporarily promoted and more likely to happen with those on a fixed term contract. There is a wider process issue which is being looked in to.

Promotion lists are not being published because it is a GDPR breach. This year a high number of internal candidates have been promoted. The career management team are going to visit Queen Anne in early October. Please reach out directly if you have any questions about when you're going to be eligible.

Nautilus pay aspirations closes Friday 22nd September 2023 at midday, please speak to Rachel if you are a member and have any further feedback. One of the most prominent pieces is disparity between euro dollar and pound.

Feedback received that the list of corporate hotel rates doesn't seem to have any many options as before. This will be looked in to.

Feedback was received from members that short notice or no notice of changes to rotations are taking place. Dependent on when the change is and how significant determines whether the individual receives a phone call and is consulted with.

Feedback was received around being underworked for next year. FPO continue to work to publish rotations a year in advance. Any concerns should be directed to the relevant rotations' planner.

Life on board survey is coming up this month, feedback is really valuable so please remind colleagues to complete the survey.

Shortly there will be requests sent out asking for expressions of interest of fleet-based project roles and shoreside secondments. These are a good opportunity for those who are wanting to take a step away from their fleet role. Please pass this on to team members onboard, there has been a large amount of interest so far.

Next PAW meeting: Wednesday 29th November 2023- timing to be confirmed.

Meeting closed.

Reminder of contact emails address:

Partnershipatwork@carnivalukgroup.com - PAW inbox

maritimerotations@carnivalukgroup.com – Maritime Rotations

graeme.thomson@carnivalukgroup.com- Director, Fleet People Operations Maritime

emma.tongs@carnivalukgroup.com – Rotations Manager, Maritime

andy.walker@carnivalukgroup.com – Senior Manager – Maritime Fleet Workforce