



International Users Group of ISPO certified organizations

Minutes

IUG Meeting of Associates

Location : The Dean Hotel, Cork
Date/time : 22 September 2022, 14:00 – 16:00 (UTC+1)



Present at the meeting:

Board:

mr. M. Easton (Matt)	United Kingdom – Liverpool (chairman)
mr. K.A. McLean (Keith)	Scotland – Edinburgh (vice chairman)
mr. T.S. de Groot (Tjitte)	Netherlands - Rotterdam-Rijnmond (treasurer)
mr. J.A. Perez Lorente (José)	Spain - Palma de Mallorca (member)
mr. T. Wingate (Tim)	Scotland – Forth Pilots (member)
mr. T. Lonsdale	Australia – Auriga Pilots (incoming member)
mr. A. Leemborg (Hans)	Netherlands - IUG (IUG administrator)

Not present with notice:

mr. B.A.L. Dockx (Bruno)	Belgium – Brabo, Antwerp (secretary)
mr. L. Al-Murtaji (Lafi)	Kuwait – KOC (member)

Associates:

001 - Rotterdam-Rijnmond
003 - Amsterdam-IJmond
005 - Noord-Eemshaven
006 - Forth Pilots
007 - Trinidad Tobago
008 – Liverpool Pilots
012 - Port of Tyne
013 - Scheldemonden
014 - Kuwait (KOC)
015 - Abu Dhabi Marine Services LCC Safeen
016 - Port of Cork
017 - Palma de Mallorca
018 - P&O Maritime FZE
021 - Sohar Industrial Port Company SAOC
027 - Auriga WA
028 - Australian Pilotage Group (APG) PTY Ltd
029 - Australian Reef Pilots
033 - Corporacion de Practicos del Puerto de Bahia de Algeciras S.L.P.

Not present with notice:

002 - Brabo, Havenloodsen en Bootlieden CV, Antwerp
004 - Varna Pilots
010 - Port Hedland
020 - Woodside Energy Ltd
031 - Southern Ports Pilotage Services
032 - Midwest Ports pilots

Not present without notice:

011 - DİTAŞ Deniz İşletmeciliği ve Tankerciliği A.Ş
019 - ADNOC Logistics & Services
023 - Santander Pilots
024 - Flinders Port-Adelaide
026 - Gladstone Marine Pilot Services



Attachments:

- Minutes remote board meeting and working group on March 30th, 2022
- Financial Report 2021 IUG, version 0,7
- Budget and membership fee 2023
- Financial audit reports
- Strategic plan 2022-2026

1. Welcome/opening.

Chairman opens the meeting at 14:00 and welcomes 18 associates and 9 observers. The board behind the table is not entirely complete. Unfortunately Mr. Bruno Dockx cannot attend the meeting due to health problems. Capt. Lafi was not able to stay due to the visa duration.

This meeting is to inform you about all developments within the IUG and to give you transparency about the work IUG is undertaking. We conducted some remote meetings ~~for~~ during the last two years which worked well, but we are pleased to see and speak to you all again face to face. It's better for the networking.

The main purpose of this meeting is to approve the annual financial report, budget & contribution for next year, appoint a new board member, and discussing the developments within the IUG.

2. Announcements from the board.

- Since the last meeting (remote) on October 20th 2021, 3 pilot organisations were ISPO certified:
 - Southern Ports Pilotage Pty Ltd
 - Midwest Ports Pilots (Geraldton)
 - Corporación de Prácticos del Puerto de Bahía de Algeciras S.L.P.

Total number of pilots under ISPO approximate 1355. (in 2021: 1240)

- It means that 32 pilot organizations are now ISPO certified, unfortunately Brisbane is no longer active. Of these 32 organizations, 29 are members of the IUG. Membership of the IUG is not only for the money, but also for the further development of ISPO by the profession itself. The Norwegians and two organizations in Australia are still not a member of the IUG.
 - The Norwegians are still considering membership but have an internal problem to solve first. For the two Australian organizations will be contacted to join the IUG. We assume that all three organizations will still join. At the beginning of this year, the working group looked at a different form of contribution but came to the conclusion that the time, at the moment, is not ready for changing the membership fee. The board decided that the membership IUG remains voluntary.
 - The good news is that several pilot organizations are working hard on ISPO certification, so that next year a good number of organizations will hopefully join the ISPO family. This concerns pilot organizations in Spain, Australia, Papua New Guinea, Finland, Sweden, Greenland, Mozambique, Cyprus, Angola and Tangier.
 - The highlights of the meeting of Associates on October 20th, 2021
 - Capt. Willem Bentinck steps down as IUG chairman, see agenda item 6.
 - The revision of the ISPO has taken place. ISPO Code and Control Manual came into effect on January 1, 2022.
 - A new strategic plan for 2022-2026 has been developed, see agenda item 7
 - Renewing the ISPO website is still in progress, see agenda item 8
- There are no announcements from the floor.



3. [Minutes of the remote IUG meeting of Associates on October 20th, 2021.](#)

No written comments have been received and no comments were made during the meeting. The minutes have been **adopted**.

4. [Financial Statements.](#)

– [Financial Report 2021](#)

The treasurer explains the figures. There was a positive result in 2021, partly because no financial support was made to organizing a conference because this was not possible due to the still prevailing pandemic. All costs are a little higher than budgeted due to extra work of the administrator and working group.

The equity is still between the minimum and the maximum threshold.

The figures have been checked by two financial auditors Alan Feast (Port of Tyne Pilots) and Nick Bourke (Cork Pilots). The treasurer thanks to the financial auditors for checking all figures.

There are made some amendments in the budget for the current year 2022. The board decided to renew the ISPO website. The costs for updating the website will be charged in 2022. This leads to a loss, but there is sufficient equity to pay these costs.

– [Budget 2023 & Membership Fee](#)

The treasurer explains the figures based on the membership fee (€35) of 1062 members. Travel and accommodation costs are the expected costs, mainly for the administrator to attend the conference and meetings in Antwerp, Belgium. Administrative costs are raised up to be more realistic due to the increasing workload of the administrator. The overall result will be a negative amount for 2023.

An additional cost item has been included for ICT. The new website and mail accounts will be hosted by one provider. The facilitation and costs paid by Loodswezen are hereby discontinued. The equity will still remain between the minimum and the maximum threshold.

This means that the membership fee remains on €35 per pilot in the organization for 2023.

There are no comments. The financial report 2021 and the budget 2023 have been **adopted**.

5. [New financial auditor.](#)

As agreed, the financial auditor rotates every two years. Therefore Capt. Alan Feast is stepping down. The chairman thanks Alan Feast for his commitment. Capt. Jasim Al Abri (Sohar Industrial Port Company SAOC) steps forward as Alan's successor.

6. [Election Board member / Composition of IUG Board](#)

Capt. Willem Bentinck stepped down remotely as board member and IUG chairman last year. It is now time to officially say goodbye to Capt. Willem Bentinck.

The chairman expresses a word of thanks to Capt. Willem Bentinck on behalf of the board. He personally thanks Willem for the past year in taking over as chairman and refers to all the work he has done to bring the ISPO/IUG to the level where we are now. We will be continuing his



work. The chairman handed Capt. Willem Bentinck a present and memento on behalf of everyone.

Capt. Willem Bentinck take the opportunity to say a few words. He thanks our hosts Port of Cork and Cork Pilots for the excellent organization of the ISPO conference. It is important to have an annual conference for ISPO because it is a network event.

He gave a brief summary of his career, especially how he got involved in ISPO. He explains how ISPO arose and also the relationship ~~was~~ with EMPA and IMPA at that time with regard to ISPO. ISPO started in Rotterdam and certainly had a hard time developing in the first few years. He still believes that ISPO is selling itself and pointed to all the highlights of recent years. A growth of 2 to 3 organizations per year is a good result for the IUG and remains workable for the administrator and classification societies. He thanks Capt. Hans Leemborg for all his work during his time as chairman to keep him on the right track and also expresses his thanks to Mrs. Silvia Linssen who does a lot of work for ISPO in the background. Finally, he also wants to thank Capt. Tjitte and his team for keeping the financial part of IUG in order. He wishes Capt. Matt Easton all the best as the new chairman. His broad network will help ISPO to develop further. It is a good development that the IUG chairman is no longer Dutch. This breaks the image that it is a Dutch party. ISPO is an international quality and safety management system that is fully controlled by the IUG. We can decide for ourselves what is or is not included in the Code.

Finally, Capt. Willem Bentinck announces that the ISPO 2023 conference will take place in Amsterdam. Associate IJmond-Amsterdam has made itself available to host the conference and meetings in 2023. A date will be set as soon as possible, presumably late September, early October.

According to the board schedule, Capt. Keith McLean steps down as a board member and vice chairman this year. He indicated that he is no longer available for another term. The chairman expresses his thanks to Capt. Keith McLean and refers to a good quality of Keith namely, to get people to do things. He did a lot of good work for ISPO in past seven years as vice chairman.

The chairman handed Capt. Keith McLean a present and memento on behalf of everyone.

Capt. Keith McLean expresses his thanks to all. He explains how he got involved in ISPO and expresses his gratitude for having been part of it. Thanks to Capt. Willem Bentinck how he has led ISPO in recent years and the support of Capt. Hans Leemborg as administrator. He also recalled to Mr. Bruno Dockx who unfortunately cannot be here for his qualities as the conscience of ISPO. If he is given the opportunity, he will certainly be present at the conference in Amsterdam next year.

With the resignation of Capt. Keith McLean there will be a vacancy for a new board member. The board is always looking for volunteers to support ISPO and is pleased to recommend Mr. Trent Lonsdale (CEO Auriga Group) as the board's candidate. The chairman introduces Mr. Trent Lonsdale and explains why the board would like to use his knowledge and skills as a businessman. Within the IUG we know everything about pilotage, but it is good to also have the business side represented within the board to take the ISPO/IUG further.

Mr. Trent Lonsdale gets the chance to introduce himself to the associates. He further explains his motivation letter and the motivation of the Auriga Group to go for ISPO accreditation. It is unbelievable to him what the IUG has achieved so far with the ISPO code, but also thinks that a lot still needs to be done in the future to take the IUG further into a professional organization. He would like to contribute to this with his knowledge and skills to realize this.

There are no questions for Mr. Trent Lonsdale and no objections from the associates to appoint him as the new IUG board member.



In 2023 Capt. Lafi will step down. In order to maintain a balanced geographical representation within the board, the board has found Capt. Ahmed Sati (P&O Maritime Logistics) to be the successor of Capt. Lafi.

Capt. Tjitte de Groot will step down as well. He will resign as chairman of the Rotterdam Pilots next year, which means that he can no longer be a member of the IUG board. Because the ISPO/IUG is registered as a foundation in the Netherlands, with a Dutch bank account and the finances managed by the financial department of the Rotterdam pilots, Capt. Tjitte de Groot's successor will become the new treasurer of the IUG. It is not yet known who the successor will be.

As the chairman explained in his presentation to the conference, the IUG organization mainly consists of volunteers, a board of seven people, a paid administrator and a working group. The working group consists of members of the associates who provide the board with good advice in response to the many issues that arise within the ISPO code and organization when moving forward with ISPO/IUG into a more professional organization. Normally speaking the workload of the working group is three to four remote meetings per year. All suggestions and ideas related to the Code and organization are primarily collected by the administrator. He informs the board and the board can decide to ask the working group for advice or recommendation.

Two volunteers step forward to join the working group. Capt. Salem Al Menhali (Abu Dhabi Marine Services – Safeen) and Capt. Agha Umar Habib (Sohar Industrial Port Company SAOC).

7. [Strategic Plan 2022-2026](#)

The new strategic plan for 2022-2026 has been drawn up by the working group and the board has given its approval. The strategic plan is not written for the ISPO, but basically a job 'list' for the IUG. We can't stand still, then we go backwards. It's the future of the IUG.

The strategic plan describes the goals for the next five years with the resulting actions to be taken, who is responsible and when it is to be implemented. The chairman highlights a few points from the strategic plan with further explanation.

There is still a concern about the income of the IUG. A discussion follows about the commitment and voluntary involvement of the associates and related membership. The ideal picture would be that we as IUG would be involved earlier in the process when a pilot organization decides to go for ISPO accreditation. We will need to consult with the classification societies as to how we can achieve this.

There is a sense of unfairness when pilot organizations do want to be ISPO certified, but do not want to participate in a quality mark for their own profession.

8. [ISPO Website](#)

One of the goals and actions in the new strategic plan 2022-2026 is to renew the ISPO website. The present one is outdated and user unfriendly. The website was made at the start of the IUG (2008) and too much related to the Dutch Pilot Organization. To become more independent and working towards a professional organization it is necessary to renew the website into a more fresh, international reflecting and user friendly website.

We had hoped to be online with the new ISPO website during the conference, but it remains just a preview. A separation is made between the ISPO and the IUG on the website. It will help us to reach more pilot organizations and provide more insight into the preferred safety and quality management system ISPO.



In addition, we can also make it clearer that becoming a member of IUG offers the pilots the opportunity to further develop ISPO and remain independent. At the same time we take more distance from the Dutch Pilotage Service.

9. Location of ISPO conference and meetings in 2023 and 2024.

As already announced Amsterdam will be the location for the ISPO conference 2023. Thanks to Capt. Willem Bentinck and Capt. Robert de Jonge. A theme is already being considered.

It is customary to look two years ahead of who wants to organize the ISPO conference to give the associates the opportunity to create a budget. With a third of the staff coming from Australia, it might be a good idea to host the 2024 conference somewhere in Australia. Mr. Trent Lonsdale indicates that it is not a problem to host the conference in Melbourne in 2024. Capt. Sati indicates that his organization wants to organize the conference in Dubai in October 2025.

10. Any other business.

A representative from Rightship, Mr. Andrew Roberts would like to thank the ISPO/IUG for inviting Rightship to speak at the conference. He appreciates that they have been given the opportunity to make it clear that his organization might be of significance to ISPO. Mr. Yucel Yildiz gave examples in the presentation of how Rightship can contribute to ISPO with regard to reporting defects in pilot ladders. Rightship collects all kind of data which can be useful for ISPO. The board thanks his contribution and will discuss this matter in a meeting if there is a possibility of cooperation.

It is noted that ISPO is not yet known to pilot organizations all over the world. The question is how we can give ISPO more publicity. The chairman answers that the new website will be on top of google list if you search on ISPO or Quality Management for Pilot organizations. This year an article about ISPO appeared in the UKMPA magazine, which can also be read online in 45 countries and we will continue to feature articles in leading nautical journals. The relationship with EMPA and IMPA is growing, so ISPO will also more exposed.

The real ambassadors of ISPO are the associates who can bring ISPO to the attention within their network. However, we must ensure that an unambiguous story about ISPO is communicated to the outside world. Moreover, we must also realize that we should not promote too much ISPO in order not to get organizations against us. So far it has appeared that we are continuously growing in our strategy of bringing ISPO to the attention of pilot organizations.

It is again noted to make membership of the IUG compulsory. The board indicates that they will have a look again to remove the dissatisfaction that exists among certain associates when organizations want to use the benefits of ISPO, but do not want to pay for maintaining the ISPO code.

11. Closing.

The chairman thanks all associates for their input during this meeting and hopefully we meet again in Amsterdam. He wishes all attendees a good flight back. The meeting is closed at 15:30.