



From: Captain Hans Sande  
President  
IFSMA  
202 Lambeth Road  
London SE1 7JY

The Membership  
IFSMA

16<sup>th</sup> May 2018

Dear Members,

On the 20<sup>th</sup> April myself, Marcel van den Broek, Fritz Ganzhorn and Jim Scorer met as a Working Group to produce an IFSMA Communications Strategy for the Executive Council. However, at the very start of the meeting Jim briefed us on his ongoing and worsening health issues and that he had been advised by his Consultant Physician of the need to significantly reduce his current workload and preferably retire. After considerable thought and discussion with his family, Jim has decided that it would be in the best interests of IFSMA and his health if he were to resign. However, Jim stated that he would continue to work as he does presently until such time as a suitable replacement is recruited and a full handover has been completed.

As you can imagine, it was a shock and surprise to us all and led to significant debate. It was therefore agreed that it would be better value if the small group were to discuss the full ramifications of Jim's resignation especially as he is working very much on a Full-time basis but on a modest Part-time salary. It was agreed that Jim had done much to raise the profile of IFSMA over the last 2 years and it was felt that IFSMA's standing at the IMO and other international Organisations was at the highest level any of the Committee had known in the last 14 years or more.

IFSMA is currently paying Paul Owen to work 100 days a year and Jim 150 days a year on a self-employed part time basis. In discussion with them it transpired that both are working between 250 and 300 days per year voluntarily to keep IFSMA running, improve our awareness around the world, represent us properly at IMO and improve our standing with other International Organisations. If IFSMA was employing them as employees and not as self-employed individuals, therefore paying for Pension, their holidays and days sick, it would work out that they are working between 80 – 90% of their time for IFSMA. We discussed that perhaps we should try and find a fulltime replacement for Jim on a Salary of between £60,000 – £80,000. However, a full time employee would mean IFSMA would have to pay taxes and pension of approx £10,000. Paul will remain as he is currently and longer term we need to consider a replacement for Paul as he approaches retirement.

The Executive Council met immediately prior to the Annual General Assembly in Buenos Aires to discuss the situation I have outlined and to discuss how IFSMA could afford to pay for a fulltime Secretary General. IFSMA does have some reserve funds and it was agreed that some of the Reserve could be used to fund this requirement until March 2019, but an increase in Income from an increase in Membership Fees would be required. In examining the Accounts a

**International Federation of Shipmasters' Associations**



proposal for the increase in Fees was agreed and the proposals to the General Assembly are outlined in the attached Resolutions which includes the need for further reductions in expenditure to keep the increase in Membership Fees to a minimum.

The Executive Council also discussed the increased interest in Member Associations putting forward Candidates for Election to the Executive Council and showing a greater interest in wishing to become involved in developing IFSMA Strategy. It was therefore agreed that a proposal should be placed before a General Assembly for an increase in the size of the Executive Council to 10 Vice Presidents and to amend the number of votes available to Member Associations.

The attached Resolution Papers covers all of these points and it is the intention of the Executive Council to call for a Special Meeting of the General Assembly to be held in London on 18<sup>th</sup> September 2018. Formal Notice of this Special Meeting will be issued in accordance with Article 17 of the Statutes and Bye-Laws by 17<sup>th</sup> July 2018. In view of this I would be grateful for any comments you might have on the attached Resolutions by the 15<sup>th</sup> June 2018.

Yours faithfully

Hans Sande, President.

---

International Federation of Shipmasters' Associations

202 Lambeth Road • London SE1 7JY • United Kingdom  
Phone: +44 20 7261 0450 • Fax: +44 20 3468 2134 • Email: [HQ@ifsma.org](mailto:HQ@ifsma.org) • Website: [www.ifsma.org](http://www.ifsma.org)