

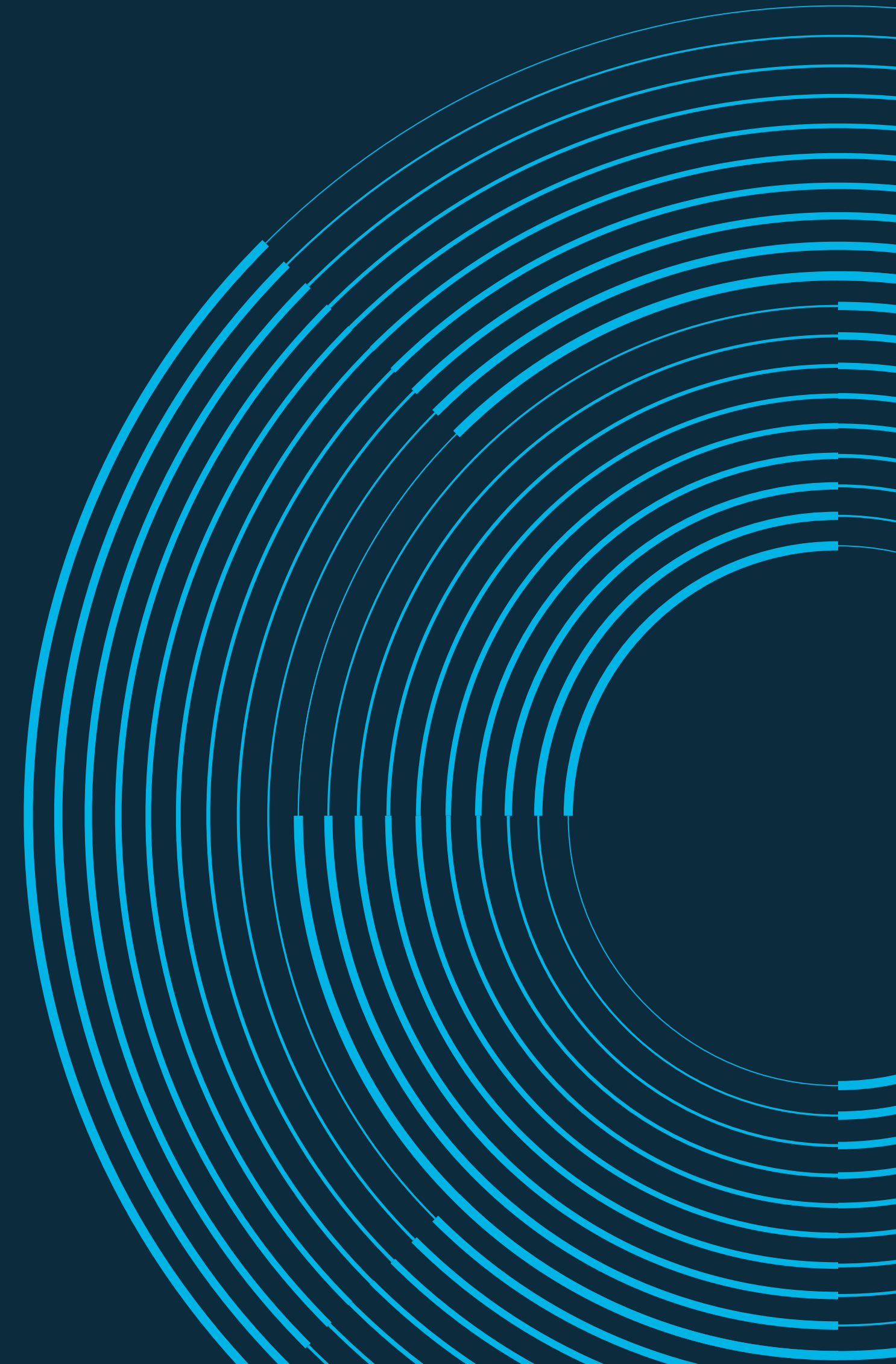


TRINITY HOUSE

JOINING THE TEAM

Welcome to Trinity House

A brief guide to Trinity House
for new starters





TRINITY HOUSE

Letter of welcome from the Deputy Master

First of all, I would like to start your induction by welcoming you to Trinity House in whatever capacity you may be joining us.

You have joined an organisation that is renowned globally for being best in class as an aid to navigation provider and whose name is synonymous in the UK with maritime welfare and cadet training.

We are a relatively small corporation but because of our diverse duties and enviable heritage, you would be hard-pressed to find a corner of Britain's maritime sector in which we are not involved in some way. That is no small measure of success for an island nation such as ours.

At heart, our Royal Charter incorporates us as an organisation dedicated to maritime safety and welfare.

Our duties as a General Lighthouse

Authority cover safety at sea and the provision of aids to navigation; the charitable arm provides education, support and welfare to the seafaring community out of our London headquarters.

In our capacity as a General Lighthouse Authority, we have a statutory duty to deliver a reliable, efficient and cost-effective aids to navigation service for the benefit and safety of all mariners; to make this happen, we have professionally-qualified and hard-working teams across a number of specialisations at four locations and on three vessels.

You will find out more about the organisation as you go, and I hope you find it all as interesting as I do.

Please take the time to meet your new colleagues, learn the ropes, ask questions, get familiarised and hopefully start to make some friends.

I hope to see you myself as we go about our daily work.

Congratulations on your new job; please do not be afraid to ask questions or say hello to anybody.

I look forward to working with you and—hopefully—seeing you before long at our annual employee awards ceremony in our London headquarters.



Rear Admiral Iain Lower CB
Deputy Master and Chief Executive

**Trinity House is a maritime
safety and welfare organisation.
We work for the benefit and
safety of all mariners.**

WHAT WE DO

For the benefit and safety of all mariners

The Corporation of Trinity House was incorporated by Royal Charter in 1514 to regulate pilotage on the River Thames and provide for aged mariners.

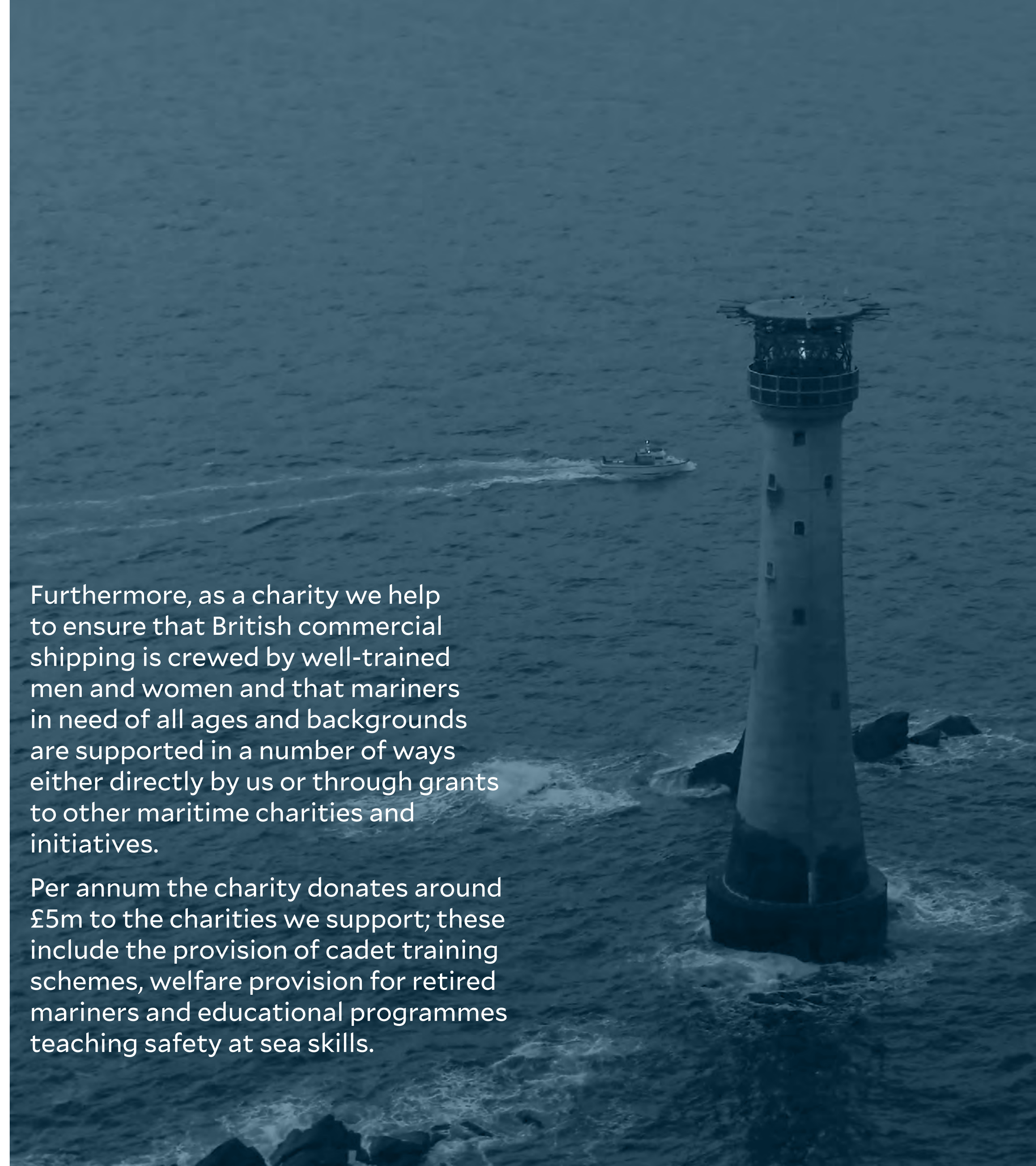
With a mandate that has expanded considerably since then, we are today the UK's largest-endowed maritime charity, the General Lighthouse Authority (GLA) for England, Wales, the Channel Islands and Gibraltar and a fraternity of men and women selected from across the nation's maritime sector.

Our mission as a General Lighthouse Authority is to deliver a reliable, efficient and cost-effective aids to navigation service for the benefit and safety of all mariners.

Our long-standing familiarity with the channels, hazards, currents and markings of the coastline also qualifies us to inspect and audit over 11,000 local aids to navigation, license Deep Sea Pilots and provide Elder Brethren as Nautical Assessors to the Admiralty Court.

Furthermore, as a charity we help to ensure that British commercial shipping is crewed by well-trained men and women and that mariners in need of all ages and backgrounds are supported in a number of ways either directly by us or through grants to other maritime charities and initiatives.

Per annum the charity donates around £5m to the charities we support; these include the provision of cadet training schemes, welfare provision for retired mariners and educational programmes teaching safety at sea skills.



We...

Work together

... for the benefit and safety of all mariners
... within a respectful, diverse and inclusive environment

Achieve excellence

... by taking pride in our work
... by protecting the environment through sustainable solutions

Value each other

... by providing proactive and appropriate support
... by getting everyone home safe

Evolve with ambition

... by embracing innovation
... so that everyone can make a positive difference



OUR CONSTITUTION

The big picture (in brief)

The Corporation of Trinity House is a privately-governed organisation, incorporated by Royal Charter

The Court oversees the running of everything we do at the highest level;

The Corporate Board looks after corporate and charitable matters, including Deep Sea Pilotage;

The Lighthouse Board is responsible for managing our statutory duty as a General Lighthouse Authority (GLA).

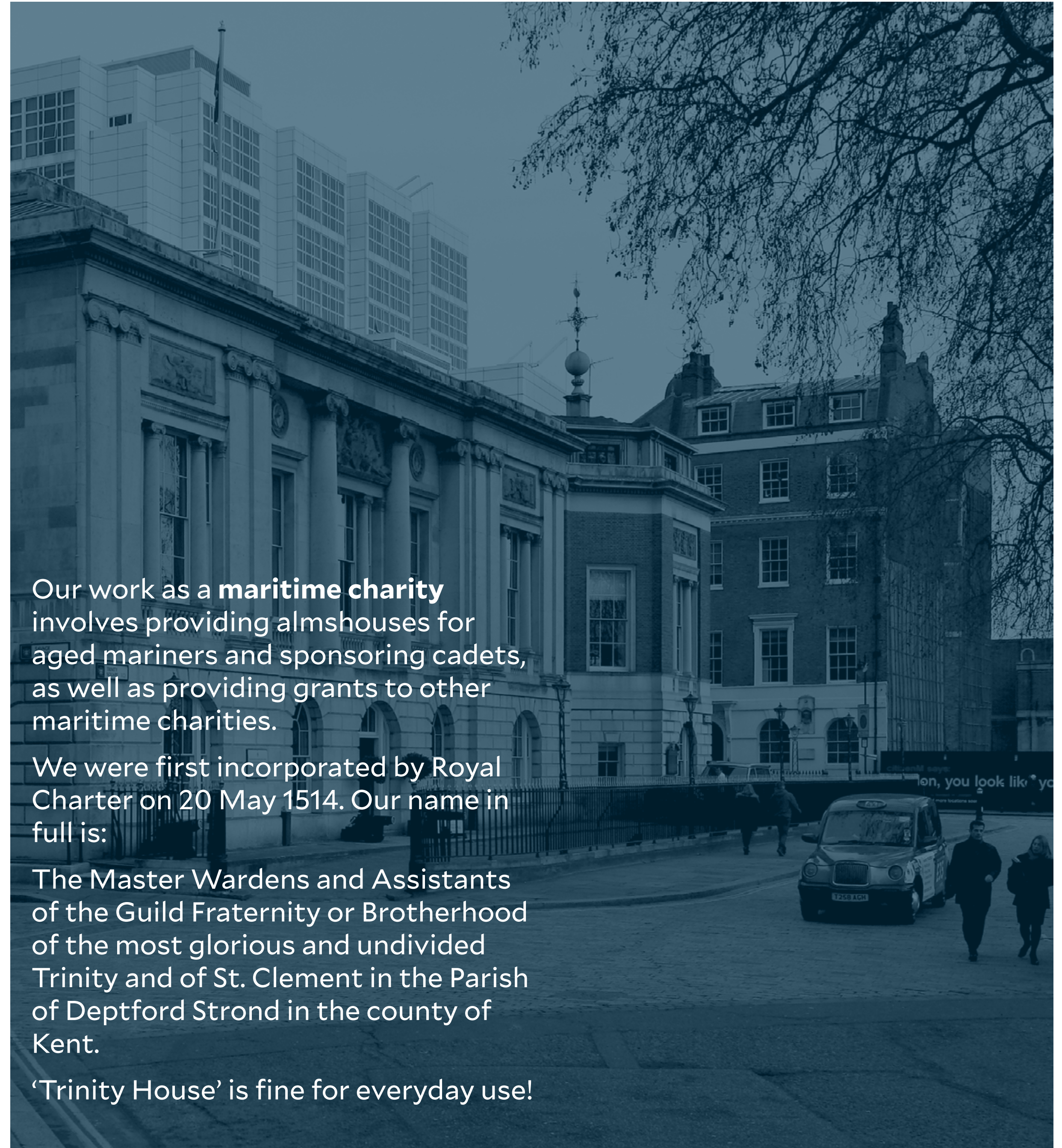
Our work as a **GLA** is a statutory duty to carry out the UK Government's SOLAS (Safety of Life at Sea) obligations, under the authority of the Merchant Shipping Act 1995.

Our work as a **maritime charity** involves providing almshouses for aged mariners and sponsoring cadets, as well as providing grants to other maritime charities.

We were first incorporated by Royal Charter on 20 May 1514. Our name in full is:

The Master Wardens and Assistants of the Guild Fraternity or Brotherhood of the most glorious and undivided Trinity and of St. Clement in the Parish of Deptford Strond in the county of Kent.

‘Trinity House’ is fine for everyday use!



WHY SAFE SEAS ARE IMPORTANT

Maritime Britain

With 95% of the UK's goods coming or leaving by sea, Trinity House's aids to navigation and support and training for seafarers make it integral to this island nation's well-being

Shipping and the maritime sectors are among the most important industries to our island economy.

Although many take it for granted, every single person in this country will daily touch, use and eat goods that have been brought to the UK by ship.

It is not just the general public that depends on shipping. Manufacturers, energy companies, supermarkets, hospitals and many more vital services rely on ships and seafarers for their imports. 65 million sea-borne passengers also rely on shipping for access to public services, employment, business and holiday travel every year.

Top sea-going imports to the UK
Precious metals | Machinery | Vehicles | Audio-visual and electrical equipment | Mineral substances

Top sea-going exports from the UK
Machinery | Vehicles | Precious metals | Mineral fuels | Audio-visual and electrical equipment



65 lighthouses
7 lightvessels
450 buoys
18 beacons
11,000+ local aids to navigation



We fund and train
10% of the UK's Merchant Navy Cadets



3 ships
1 helicopter
24/7 emergency response



290 people
3 depots
£59m budget, at no cost to the UK taxpayer
£2m commercial income

We keep the approaches to UK ports and the Dover Straits open at all times and in all conditions, ensuring the movement of **95% of all UK trade** by volume



PROVIDING AIDS TO NAVIGATION

Safety at sea

Empowered by the Merchant Shipping Act 1995, we have a statutory duty as the General Lighthouse Authority for England, Wales, the Channel Islands and Gibraltar

Our aids to navigation help thousands of mariners annually to navigate their way safely around some of the UK's busiest waters including the Dover Strait—the world's busiest shipping lane.

Our lighthouses, buoys, lightvessels, beacons and electronic aids to navigation systems assist all mariners at all times and in all conditions.

As shipping lanes around the UK grow increasingly crowded and our demand for consumer goods rises, the safe transit of ships and seafarers is more important than ever.

We work closely with a number of highly-regarded national and international organisations, including the Northern Lighthouse Board, Irish Lights, the Maritime & Coastguard Agency, the UK Hydrographic Office and the International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA)



KEEPING OUR SEAS SAFE

Working in the marine environment

At the business end of Trinity House we operate a fleet of vessels, working in our waters at the highest levels of seamanship

We have been operating in the waters around England, Wales and the Channel Islands since 1741, using purpose-built tonnage equipped to the highest technical standard and manned by professionally qualified officers and crew.

Coordinated and monitored around the clock by our Planning Centre, typical vessel activities include wreck location and marking, aid to navigation maintenance, towing, buoy handling and surveying.

By keeping mariners safe we also protect the sea and the environment by reducing the risk of pollution caused by casualties.

We operate three purpose-built ships to carry out our work offshore: THV *Galatea*, THV *Patricia* and THV *Alert*



PHOTO BY SCOTT TACCHI

RISK RESPONSE

Wrecks and new dangers

Trinity House is also responsible for the locating and marking of wrecks and other new dangers which present a danger to surface navigation

When we are advised of a wreck or new danger, an immediate assessment of the possible risks to surface navigation is undertaken.

Using modern systems to assess the risk—including historical AIS vessel track information and enhanced charting technology—ensures the most appropriate reaction and that the full reasoning behind the decision can be recorded for future consideration.

We have a vessel ready to respond within six hours of the Dover Strait, carrying our instantly recognisable Emergency Wreck Marking Buoys



If it is considered necessary to deploy a Trinity House vessel, the 24/7 Planning Centre team will consider the current fleet disposition and task the most appropriate ship to proceed to the location to confirm the exact location of the wreck and ascertain the clearance depth over the danger.

This data will then be risk assessed and a decision will be made as to appropriate marking requirements.

The GLAs of the UK and Ireland continue to explore the possibilities of developing a complementary radio-navigation system for ships to mitigate the rise of satellite systems

RESEARCH AND DEVELOPMENT

The future of aids to navigation

The marine environment has changed significantly since we built our first lighthouse in 1609 but we remain well equipped to meet the needs of the modern mariner

Lighthouses and buoys are the most famous element in Trinity House's mix of aids to navigation, but for a truly successful network of signals we deploy a variety of complementary electronic systems.

As vulnerabilities become apparent in the Global Navigation Satellite Systems used on almost all vessels, the mariner's reliance on that system at the expense of visual aids to navigation becomes a concern for maritime safety.

We work closely with the tri-GLA Research & Development (GRAD) directorate to mitigate these risks.



OUR ESTATE

Our lighthouses and lightvessels

As a General Lighthouse Authority Trinity House provides over 600 aids to navigation such as lighthouses, buoys, lightvessels and beacons.

Trinity House issues Notices to Mariners to broadcast changes to our aids to navigation and reviews their ongoing requirement on a regular basis.

We work with local ports and harbours to audit and inspect over 11,000 local aids to navigation.

We monitor our aids to navigation 24/7 from the Planning Centre in Harwich, and also undertake out-of-hours monitoring for our sister GLAs the Northern Lighthouse Board and Irish Lights.



FUNDING OUR SERVICES

Our funding

Trinity House carries out its works at no expense to the general taxpayer

Our work as a General Lighthouse Authority is financed separately, from Light Dues levied on mainly commercial vessels calling at ports in the British Isles, based on the net tonnage of the vessel.

Light Dues are paid into the General Lighthouse Fund under the stewardship of the Department for Transport.

Trinity House's Maritime and Corporate charities are entirely self-funded by incomes derived from endowed funds—such as the Trinity Village estate in south London—and the letting of rooms at its Grade I Listed headquarters.



ADDITIONAL INCOME

Commercial services

To supplement our contribution to the General Lighthouse Fund, we generate income by making use of the reserve capacity in our vessels and properties

Empowered by the Merchant Shipping Act 1995 as amended by the Marine Navigation Act 2013, Trinity House offers for commercial use the 'reserve capacity' of our assets.

This includes services such as vessel time outside of the planned operations schedule or vacant lighthouse cottages, for customers looking for products and services that bear Trinity House's skills, experience and reputation.

Similarly, the use of Trinity House in London as a venue, operated by and in support of the Trinity House Corporate Charity.



WELFARE, TRAINING AND SUPPORT

Supporting seafarers

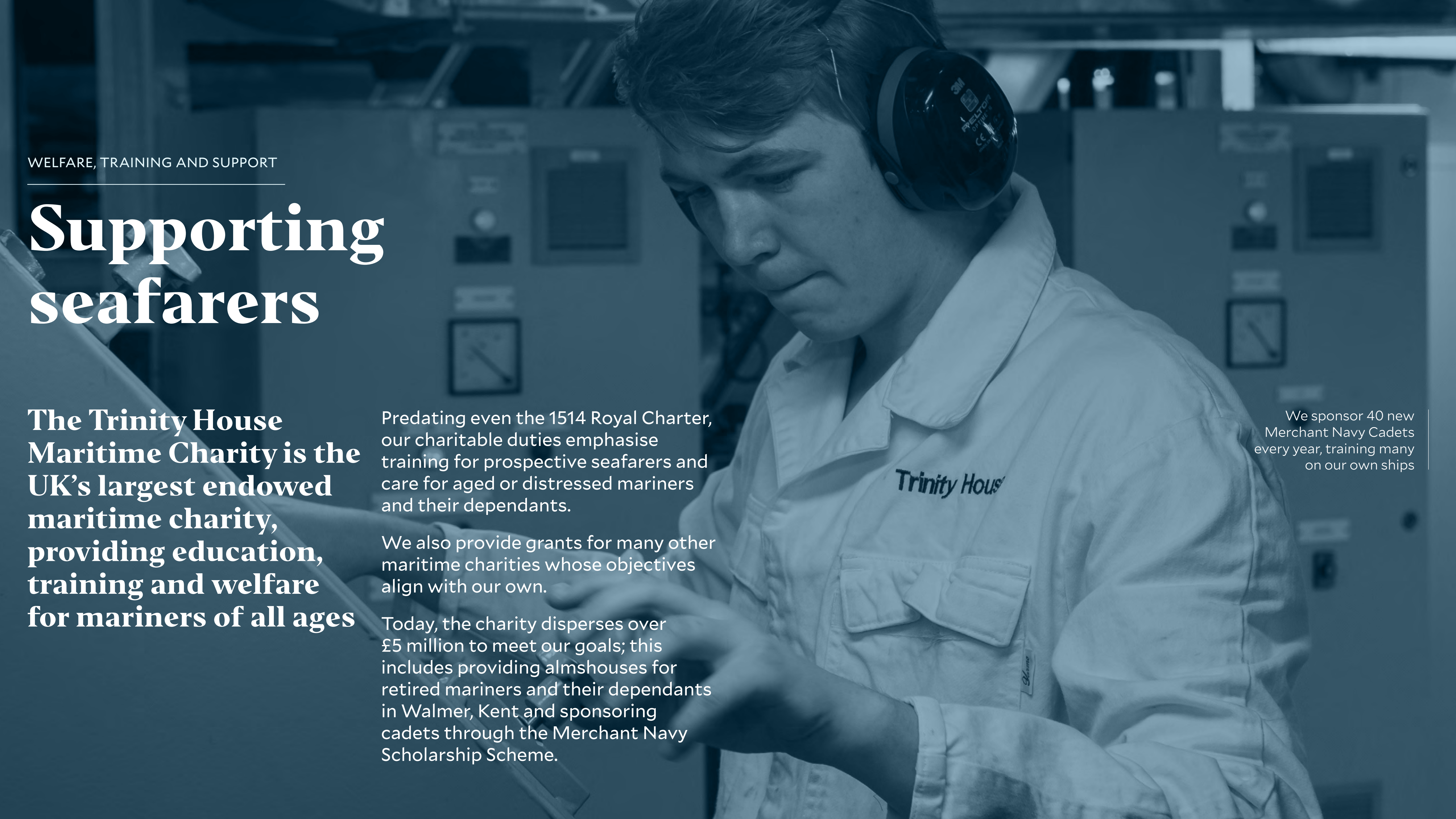
The Trinity House Maritime Charity is the UK's largest endowed maritime charity, providing education, training and welfare for mariners of all ages

Predating even the 1514 Royal Charter, our charitable duties emphasise training for prospective seafarers and care for aged or distressed mariners and their dependants.

We also provide grants for many other maritime charities whose objectives align with our own.

Today, the charity disperses over £5 million to meet our goals; this includes providing almshouses for retired mariners and their dependants in Walmer, Kent and sponsoring cadets through the Merchant Navy Scholarship Scheme.

We sponsor 40 new Merchant Navy Cadets every year, training many on our own ships



SUPPORTING SEAFARERS

The Charities

The Corporate Charity and the Maritime Charity...

serve seafarers and their dependants through the provision of welfare services;
provide opportunities for training and to promote public safety and the safety of shipping generally;
act as a Deep Sea Pilotage Authority and provide Nautical Assessors;
and maintain the fabric and heritage of Trinity House.



Today the charity disperses over £5 million to meet our goals, some of which is awarded in grants to organisations that align with our charitable objectives



A WEALTH OF MARITIME EXPERIENCE

The Fraternity

As defined by our Royal Charter, Trinity House is governed by the Master, Wardens and Assistants with support from a broad maritime fraternity

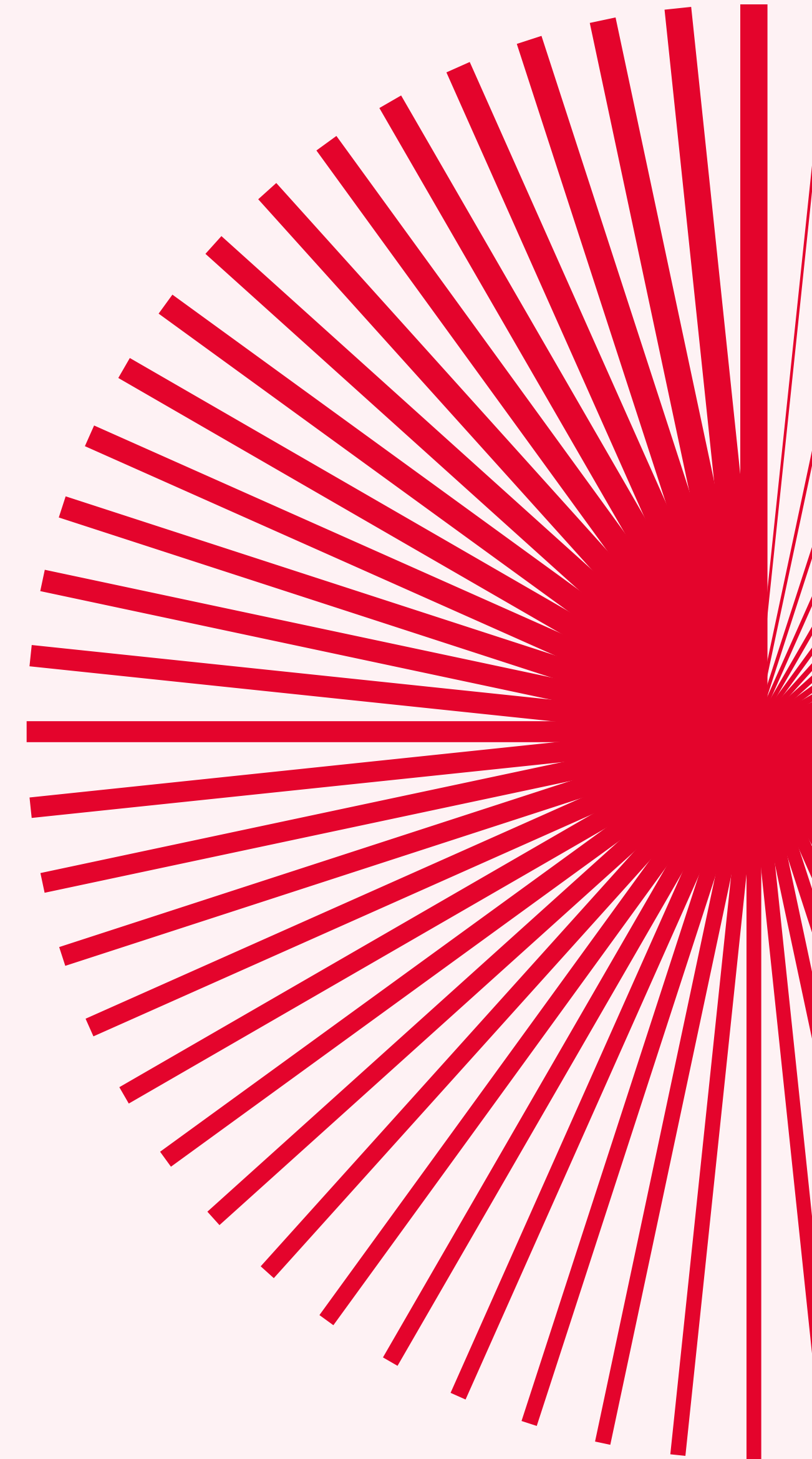
The Master and Deputy Master—elected annually—oversee a Court of Elder Brethren selected from the much larger ranks of Younger Brethren.

Once sworn in, Elder and Younger Brethren are members for life and represent Trinity House at almost every level of maritime activity in Britain.

The Fraternity is comprised of over 31 Elder Brethren and over 450 Younger Brethren.

It includes distinguished men and women from—but not limited to—the Merchant Navy, the Royal Navy, numerous senior pilotage and port and harbour offices, the maritime leisure and fishing industries, UK maritime at large and our own Support Vessel Service.

This pool of expertise helps Trinity House engage with our stakeholders and deliver our objectives.



LINKS

Find out more...



WAVE, OUR INTRANET



FLASH, OUR JOURNAL



OUR WEBSITE



OUR HISTORY



SOCIAL FEED



A TO Z OF TRINITY HOUSE



ARTICLES



FAQs



TRINITY HOUSE

For the benefit and safety of all mariners

WORK TOGETHER | ACHIEVE EXCELLENCE | VALUE EACH OTHER | EVOLVE WITH AMBITION

