Bridge Notes

by **CrewBridge**

Client updates, industry insights & product news

Autumn 2026 Edition



Reliable people.
Compliant solutions.
Stronger partnerships.

Welcome to the Autumn Edition of *Bridge Notes*

As the Mediterranean yachting season draws to a close, the industry once again reflects on a busy and successful summer period across Europe's major cruising destinations.

Autumn represents one of the most important periods within the yachting calendar, with both the Cannes Yachting Festival and Monaco Yacht Show bringing together vessel owners, operators, brokers, suppliers and maritime professionals from across the world.

At CrewBridge, we continue supporting clients throughout every stage of the operational season by delivering compliant, people-focused employment and payroll solutions tailored specifically to the realities of life at sea.

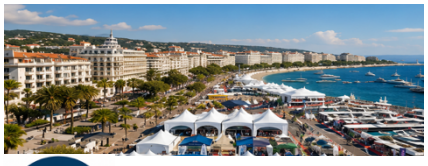
PRODUCT SPOTLIGHT

CrewBridge Compass | A New Approach to Professional Maritime Employment

One professional employment framework. Multiple assignments. Greater continuity.

Experienced maritime professionals increasingly move between vessels, operators and specialist assignments. Yet every new assignment can mean repeating the same employment paperwork, document submissions and payroll setup. Find out how CrewBridge Compass was developed to provide a more joined-up alternative.

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CANNES YACHTING FESTIVAL 2026

Highlights from the show including sustainability, technology and market outlook. Insights into the key themes shaping the future of yachting.

Read more on page 2



MONACO YACHT SHOW 2026

Industry trends, regulatory developments, crew retention challenges and our key takeaways from another outstanding event.

Read more on page 3



REFLECTING ON THE 2026 MEDITERRANEAN YACHTING SEASON

A look back at a demanding season, the importance of crew welfare, and preparing for winter operations and 2027 planning.

Read more on page 4

CANNES
YACHTING FESTIVAL 2026

A SHOWCASE OF WHAT COMES NEXT

Held from 8 to 13 September across Vieux Port and Port Canto, the Cannes Yachting Festival brought together the latest yachts, marine equipment and services. The event's Innovation Route placed technology and sustainability at the heart of the conversation, recognising improvements in navigation, sustainable products, innovative vessels and corporate responsibility.

INNOVATION IS ABOUT PEOPLE TOO

Advances in propulsion, onboard technology and vessel design can change how yachts operate. But new equipment and more sophisticated operations also increase the importance of training, clear responsibilities and dependable crew support. Investment in a vessel is most effective when matched by investment in the people who operate it.

A CHANGING MARKET, FAMILIAR PRIORITIES

For owners and managers, the lasting lesson is to look beyond the headline launch. Operational reliability, transparent costs, strong suppliers and the ability to retain skilled crew remain central to successful yacht management. Employment contracts, payroll and compliance should be planned as carefully as technical upgrades.



CREWBRIDGE PERSPECTIVE

Our recent discussions have returned to a simple principle:

Connected processes produce a better employment experience. Whether a yacht is preparing for its next season or adopting new technology, accurate crew information, timely payroll and clear communication make change easier to manage.

MODERN YACHTS NEED MODERN EMPLOYMENT SOLUTIONS

As yachts become increasingly sophisticated, the systems supporting their crews must evolve alongside them. Managing an international workforce involves far more than processing monthly salaries. From employment agreements and regulatory compliance to crew movements, benefits and ongoing support, each element needs to work together. Digitalisation and connected systems can help reduce duplication, improve accuracy and give owners and managers greater visibility over their employment responsibilities. Ultimately, innovation should not stop at the vessel itself — it should extend to the processes and people that keep it operating successfully.



MONACO YACHT SHOW 2026

THE INDUSTRY COMES TOGETHER

The 35th Monaco Yacht Show took place from 23 to 26 September at Port Hercule. The organiser reported 118 superyachts, 560 exhibitors and 30,678 visitors. Alongside design and commercial activity, the Blue Wake Awards highlighted independently assessed environmental solutions.

THE HUMAN INFRASTRUCTURE BEHIND THE YACHT

A superyacht depends on far more than exceptional engineering and design. Behind each crew member sit contracts, onboarding, payroll, compliance, leave, crew changes and employment support. When these functions operate in isolation, a small update can become a disproportionate administrative task.

CREW RETENTION BEGINS WITH CONFIDENCE

Professional crew want accurate pay, clear employment terms, accessible answers and confidence that their welfare matters. Medical insurance and appropriate protection should be considered fundamental elements of a responsible employment offering, rather than simply attractive extras. Benefits can demonstrate that employers value their people and can support longer-term retention.



CREWBRIDGE PERSPECTIVE

CrewBridge works with specialist partners to support appropriate employment protections and benefits. The practical objective is straightforward: make employment more reliable for employers and more reassuring for crew. Exact benefits and insurance arrangements depend on the applicable employment package and policy terms.

FROM MINIMUM STANDARDS TO MEANINGFUL SUPPORT

The Maritime Labour Convention establishes important minimum protections for eligible seafarers, but an effective employment experience is more than a compliance checklist. Appropriate medical arrangements, clear communication and responsive support all matter, particularly when the workplace is at sea and the employer is ashore.

INVESTING IN PEOPLE, STRENGTHENING OPERATIONS

As the superyacht industry continues to evolve, attracting and retaining experienced crew remains a key priority for owners and operators. Investing in professional employment structures, reliable payroll, meaningful benefits and proactive crew support helps build trust, improve operational continuity and create an environment where talented seafarers feel valued. Ultimately, the quality of the crew employment experience is just as important as the quality of the vessel itself.

PEOPLE POWER
SUPERYACHT OPERATIONS

REFLECTING ON THE 2026 MEDITERRANEAN SEASON

WHAT A DEMANDING SUMMER TEACHES US ABOUT CREW EMPLOYMENT

SMALL CHANGES, WIDE CONSEQUENCES

A recent CrewBridge payroll example illustrates the challenge. A crew member was scheduled to leave before month-end; final payroll had been calculated and a draft P45 prepared. When the relief crew member could not join as planned, the departing employee stayed aboard for three additional days. That short extension required amendments to employment arrangements, a revised final-pay calculation and changes to the relevant HMRC Real Time Information reporting.

CONNECTED SYSTEMS MATTER

The operational change was simple; its administrative impact was not. CrewBridge's connected processes helped manage the necessary updates without duplicated work or errors in that case. It is a practical example of why the gaps between contracts, crew movements, payroll and reporting deserve as much attention as the individual tasks.

CLARITY IS PART OF CREW WELFARE

Throughout the season, our LinkedIn series has emphasised that crew should not need to chase answers about pay. A clear payslip, understandable allowances and deductions, and an obvious route for questions build confidence. The same principle extends to contracts, documentation and benefits: a good employment experience should feel simple even when the work behind it is complex.

BENEFITS ARE PART OF RETENTION

Salary is important, but it is not the whole employment proposition. Appropriate medical cover, welfare support and clear protection arrangements help employees feel secure. Good benefits also communicate something about the employer: that the people delivering the service are valued.

PREPARING FOR WINTER AND 2027

The end of the Mediterranean season is an opportunity to reconcile leave and final payments, confirm employment changes, review certificates and documentation, check benefit renewals, and plan winter crewing needs. Early coordination across yacht management, HR and payroll can prevent avoidable last-minute corrections.

A SUCCESSFUL SEASON IS BUILT ON MORE THAN SMOOTH OPERATIONS.

It is built on accurate information, connected processes and a genuine commitment to the people onboard. By taking a proactive approach to employment, payroll, compliance and crew welfare, owners and managers can finish the season with confidence and lay stronger foundations for 2027.

THE SIX PRIORITIES

CREW CHANGES
Plan and coordinate joining and leaving dates to minimise disruption.

ACCURATE PAYROLL
Reconcile final payments, allowances and deductions, with correct reporting.

COMPLIANCE
Review certificates and documentation, check expiry dates and ensure regulatory requirements are met.

CREW WELFARE
Provide clear communication, ongoing support and access to appropriate medical care.

BENEFITS & PROTECTION
Confirm medical cover, welfare support and protection arrangements.

WINTER READINESS
Plan winter crewing needs, confirm employment changes and coordinate early to avoid last-minute corrections.

CREW COMPLIANCE

Compliance is not simply about passing an inspection. It is about protecting people and keeping vessels ready to operate.

As winter planning and 2027 crewing schedules begin, a proactive review of documentation and upcoming expiries is a practical step towards more resilient operations.
Reliable compliance records support smoother onboarding, better inspection readiness and fewer last-minute surprises. They also improve the crew experience: seafarers should know which documents are needed, where their information is held and whom to contact when renewal is due.

CONNECTED SYSTEMS MATTER

Crew compliance is most effective when documentation, employment records and operational planning are connected. Changes to crew assignments, vessel requirements or certification status should be reflected across the relevant records without unnecessary duplication. A joined-up approach helps identify potential gaps early, supports accurate information sharing and gives operators greater confidence when planning crew movements.



FIVE CHECKS BEFORE YOUR NEXT CREW CHANGE

1. Passport and visa or immigration permissions for the planned itinerary.
2. Current medical certification appropriate to the role.
3. STCW and role-specific professional qualifications.
4. Applicable flag-state endorsements and vessel requirements.
5. Expiry dates and renewal actions recorded before mobilisation.

THE OPERATIONAL VALUE

CrewBridge supports structured employment documentation and certification tracking as part of a joined-up approach to crew administration. The aim is to identify issues early, reduce repeated requests and give operators greater confidence when planning crew movements.

Effective crew compliance is not simply about collecting files at onboarding. It means checking validity, monitoring expiry dates, maintaining accessible records and communicating renewal requirements in good time. Clear responsibilities between the crew member, employer and vessel manager are essential.

FROM STORAGE TO ACTIVE OVERSIGHT

A certificate may expire mid-season; a crew change may introduce new immigration requirements; or an assignment change may call for additional verification. What begins as a missing document can become a delayed joining, an inspection finding or avoidable operational disruption.

Crew documentation can look like routine administration, but its impact reaches directly into vessel operations. Passports, medical certificates, STCW qualifications, Certificates of Competency and flag-state endorsements all need to be appropriate to the individual, role, vessel and itinerary.

CREWBRIDGE PERSPECTIVE

Compliance isn't just about having the right documents.

It's about having the right information, at the right time, to keep people protected and vessels operating without unnecessary disruption.

At CrewBridge, we believe proactive monitoring, connected records and clear communication turn routine administration into meaningful operational protection.

CREWBRIDGE COMPASS

A New Approach to Professional Maritime Employment

One professional employment framework. Multiple assignments. Greater continuity.

Experienced maritime professionals increasingly move between vessels, operators and specialist assignments. Yet every new assignment can mean repeating the same employment paperwork, document submissions and payroll setup. CrewBridge Compass was developed to provide a more joined-up alternative.

Rather than rebuilding the employment relationship for every assignment, Compass establishes a continuing professional employment framework. Each assignment can be administered within it, supporting continuity for professional seafarers and reducing repeated processes for shipowners.

The Compass Portfolio

At the centre of the framework is a secure, professionally managed electronic portfolio containing employment records, qualifications, certifications and assignment history. This helps professional seafarers avoid repeatedly rebuilding the same records for each new assignment.



FOUR PILLARS OF COMPASS

Professional Employment

Compass Crew Limited acts as the Professional Maritime Employer, providing employment, payroll administration and employer responsibilities.

Contractor Administration

CrewBridge Limited coordinates contractor administration, employment documentation, assignment records and the Compass Portfolio.

Assignment Delivery

Assignments are coordinated from mobilisation and travel arrangements to payroll and ongoing support.

Ongoing Compliance

Professional records, qualifications and employment documentation are maintained throughout the employment relationship.

WHY IT MATTERS

For seafarers, Compass is designed to bring more continuity and clarity to their professional working lives. For shipowners and vessel operators, it offers a structured way to engage experienced personnel while reducing duplicated administration and supporting compliant mobilisation.

Maritime careers are becoming more flexible. The employment structures supporting them need to evolve too.

Discover the CrewBridge Compass Guide at **crewbridgemaritime.com/explore-commercial**

LOOKING AHEAD

As clients prepare for winter operations and 2027, CrewBridge will continue focusing on accurate payroll, clear employment administration, responsive support and joined-up processes. Our aim remains to reduce complexity for operators while strengthening the experience of the people working onboard.

BUILDING ON STRONG FOUNDATIONS

The coming year presents further opportunities to develop the way we support maritime employers and professional seafarers. From improving the flow of information between crewing, employment and payroll to strengthening compliance oversight, our focus is on making essential processes simpler, more efficient and more reliable.

INVESTING IN OUR PEOPLE AND SERVICES

Our move to new headquarters in Guernsey marks an important milestone in CrewBridge's continued development. Alongside investment in our team and working environment, we are looking forward to building on initiatives such as CrewBridge Compass, providing more flexible and coordinated employment solutions for an evolving maritime workforce.

KEEPING CREW AT THE HEART OF WHAT WE DO

As the industry continues to compete for experienced maritime professionals, we believe that transparent employment arrangements, meaningful benefits, appropriate medical protection and accessible support will remain central to attracting and retaining great crew.

Above all, we look forward to strengthening our relationships with clients and partners, supporting new opportunities and continuing to deliver the dependable, personal service on which CrewBridge has built its reputation.

New opportunities. Stronger partnerships. The same commitment to our people.

BRIDGE Q&A

What should be checked before a final payroll run?

Confirm joining and leaving dates, contractual changes, allowances and deductions, leave balances, approval status and the reporting obligations relevant to the employee and jurisdiction.

Why can a three-day extension create so much work?

A revised end date can affect contract documentation, final salary, leave, termination records and tax reporting. Shared information and coordinated approvals reduce duplicated effort.

Is medical insurance simply an optional perk?

Appropriate medical care and protection are central to seafarer welfare. The applicable legal baseline depends on the vessel, employment and jurisdiction; employers can also offer benefits beyond that baseline to improve reassurance and retention.

What should crew know about their employment?

Who employs them, where to find their contract and pay information, how their benefits work and whom to contact with questions—even when they are far from shore.

