



Department  
for Transport

**To all UK ports  
cc UKMPG and BPA**

From the Secretary of State  
**The Rt. Hon. Grant Shapps**

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The Prime Minister and I have registered the Government's shock and dismay at the actions of P&O Ferries over the past week. We are deeply angered by the lack of empathy and consideration they have demonstrated towards their own employees.

The way 800 loyal and experienced workers were treated was shameful and utterly unacceptable, especially after two years during which maritime workers worked tirelessly to keep the country supplied with vital goods.

Our priority is to help the workers affected whilst sending a message to other employers that such disgraceful actions will never be tolerated.

That is why I am writing to seek your active support in protecting the rights of our seafarers.

I presented proposals to the House today setting out measures that will increase protection to seafarers operating on ferries in the UK. To do this I will be exercising port state control to place a duty on you, the ports sector, to ensure that the ferry operators you work with are paying their seafarers a minimum wage. This of course places an onus on you, but I am sure, as before, you will rise to this challenge to protect the rights of the men and woman that supply our great nation.

We will progress our proposals as quickly as possible but in the interim, as responsible port operators, I urge in the strongest possible terms that you begin early conversations with the operators of regular ferry services in your ports to seek reassurances that they will be making plans to meet these requirements, and explore ways in which you may be able to enforce this.

It is simply not acceptable that some seafarers, operating in British waters, are subject to appalling working conditions and pay. We must take action together to stop this.

Therefore, we ask you to have these conversations as part of your ongoing commercial due diligence procedures. Further details of the precise nature of the proposed legislative changes will be shared with you as soon as we are able.

Furthermore, we ask that you consider whether your standard Terms and Conditions or any licences and contracts you have with operators of regular ferry services need to be amended in consultation with the affected parties. If you do not have publicly available standard Terms

and Conditions with general compliance-with-law requirements, we would urge you to consider the introduction of these in consultation with your port's users.

Thank you in advance for your support on this matter. We also would like to take this opportunity to thank the many ports that have offered support to the affected P&O staff in finding onshore opportunities. It is very encouraging to see such positive behaviour in the sector.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Grant Shapps', written in a cursive style.

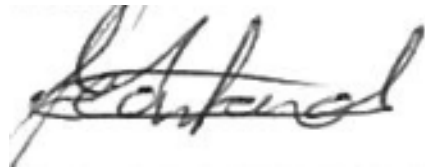
**Rt Hon Grant Shapps MP**

**SECRETARY OF STATE FOR TRANSPORT**

A handwritten signature in blue ink, appearing to read 'Robert Courts', written in a cursive style.

**Robert Courts MP**

**MINISTER FOR AVIATION, MARITIME AND INTERNATIONAL SECURITY**

A handwritten signature in black ink, appearing to read 'Dr Rannia Leontaridi', written in a cursive style.

**Dr Rannia Leontaridi**

**DIRECTOR GENERAL AVIATION, MARITIME AND SECURITY**