

The Maritime and Coastguard Agency (MCA) is an Executive Agency of the Department for Transport (DfT).



Safer lives, safer ships, cleaner seas.

MCA Medical Referee Recruitment

The Maritime Coastguard Agency is looking to recruit an experienced Occupational Physician to act as medical referees for appeals in the medical assessment and certification process for seafarers in Scotland.

Seafarers and fishers must have a medical certificate in order to work at sea. The MCA is the competent authority for implementing International Conventions which cover the medical examination and certificate requirements. In the United Kingdom these requirements are implemented by the Merchant Shipping (Maritime Labour Convention) (Medical Certification) Regulations 2010 and the Merchant Shipping (Work in Fishing Convention) (Medical Certification) Regulations 2018.

Seafarer certification is undertaken by a network of examiners across the country. Where a candidate is found unfit or is issued with restricted certification they have a right of review by a medical referee appointed by the Secretary of State for the Department for Transport. The referees are supported by the MCA but their decision making is independent.

The MCA referee network currently consists of seven referees, located around England and Scotland. Appointments are usually conducted in person, however, can be conducted via video conferencing if both referee and candidate are content to do so. There are currently two vacancies for which the MCA is seeking applications.

The Medical referees, work to the same [medical and eyesight Standards](#) as the Approved Doctor but are able to apply their knowledge and experience to:

- a) ensure that the diagnosis has been established beyond reasonable doubt, in accordance with the medical evidence on which the Approved Doctor reached their decision and, if necessary, with the assistance of a report from a consultant in the appropriate specialty,
- b) to determine whether the medical and eyesight Standards, especially those with a discretionary element, have been properly interpreted; and
- c) to consider the possibility of a person previously declared permanently unfit returning to sea in some capacity.

To achieve this and to have credibility with the seafarer and fisher community the applicant will need to assess the medical condition in the context of experience of the living and working environment at

sea taking the level of medical support available in different contexts and the consequences for the individual and others of medical problems arising at sea.

The applicant must have a post graduate qualification in Occupational Medicine and have been practising within the speciality for more than three years. Experience within the maritime industry and of applying medical standards in an occupational setting is beneficial. In addition, the applicant must have premises suitable for clinical examination and access to all IT systems required. The typical workload is between 5 and 10 cases per year.

If you are interested, please submit a CV and attached premises checklist to medical@mcga.gov.uk for the attention of Alison McCourt Medical Administration and Policy Manager by Friday 4th July 2025.

Yours sincerely

Dr Sue Stannard

MCA Chief Medical Advisor