



Maritime &  
Coastguard  
Agency

## MARINE INFORMATION NOTE

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# MIN 680 (M) Amendment 1 Wellbeing at Sea

Notice to all Ship Owners, Ship Operators, Managers, Masters, Officers and Seafarers

This notice should be read with:

MIN 635 (M) Wellbeing at Sea Publications and [MIN 664 \(M\) Safety climate tool \(SCT\) for the maritime industry](#)

This MIN expires 24<sup>th</sup> September 2026

## Summary

In recent years, there has been growing interest in crew health and wellbeing within the maritime industry. Through discussion with stakeholders the MCA identified a need for a low-cost tool to help organisations know where to start in understanding seafarer wellbeing onboard. The Wellbeing at Sea Tool is designed to support an evidence-based approach for organisations to prioritise, develop and test the efficacy of wellbeing interventions.

## 1. Background

- 1.1 Wellbeing can be described as an individual feeling of fulfilment and contentment in life. It includes a state of good physical, mental and emotional health.
- 1.2 Seafarers work in unique environments that can be immensely rewarding and at times challenging. Overwhelmingly, research has shown that safety and wellbeing are inherently linked. Poor employee wellbeing is consistently linked to a greater accident and error rate, reduced productivity and increased absenteeism at work.
- 1.3 It has become increasingly clear over recent years that seafarer mental health and wellbeing needs to be a priority for employers, and through discussion with stakeholders the MCA identified a need for a low-cost tool to help organisations know where to start in understanding seafarer wellbeing onboard

## **2. Wellbeing at Sea Tool**

- 2.1 The Wellbeing at Sea Tool is a digital survey that is completed by seafarers and on completion provides personalised advice on how to improve wellbeing at sea. The anonymised data it collects is then sent to managers to help them identify priority areas for improvement and highlight best practice.
- 2.2 The questions in the tool were initially developed by asking 197 seafarers 70 questions about their wellbeing, mental state, physical state, working conditions and organisational culture. Factor analysis was then conducted to identify the questions with the strongest correlation to overall wellbeing. The shortlist of questions were then separated into the following categories:
- General wellbeing
  - Bullying
  - Harassment & discrimination
  - Diversity & inclusion
  - Physical health
  - Tiredness & fatigue
  - Organisational support.
- 2.3 The tool is designed to allow organisations to gain a baseline of organisational wellbeing and help prioritise interventions. The tool also provides advice on next steps to take based on your company results.
- 2.4 In addition, seafarers completing the survey receive instant and tailored, pragmatic advice and signposting to services to improve their wellbeing onboard. This is a cost-effective method to engage with seafarers and provide immediate advice and support.

## **3. Interested in acquiring the tool?**

- 3.1 Use of the tool is entirely voluntary and a pricing structure can be found on the TSO website. A free demonstration of the tool's features can also be arranged by contacting

Website: <https://officialpublisher.tso.co.uk/wellbeingtool/>

Telephone: +44 (0)333 200 2425

Email: [mca@tso.co.uk](mailto:mca@tso.co.uk)

- 3.2 Printed copies of 'Wellbeing at Sea: A Guide for Organisations' (ISBN 9780115536076) and 'Wellbeing at Sea: A Pocket Guide for Seafarers' (ISBN 9780115537875) are also available from the same address.

## More information

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Please note that all addresses and telephone numbers are correct at time of publishing.

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