MARITIME LABOUR CERTIFICATE

DECLARATION OF MARITIME LABOUR COMPLIANCE - PART 1

(Note: This Declaration must be attached to the ship's Maritime Labour Certificate (MSF2403)

Issued under the authority of
the Government of the United Kingdom of Great Britain and Northern Ireland
by the Maritime and Coastguard Agency, an Executive Agency of the Department for Transport

With respect to the provisions of the Maritime Labour Convention, 2006 (referred to below as "The Convention"), the following referenced ship:

Name of Ship			
IMO Number		Gross Tonnage	

is maintained in accordance with Standard A5.1.3 of the Convention.

The undersigned declares, on behalf of the abovementioned competent authority, that

(a) The provisions of the Maritime Labour Convention are fully embodied in the national requirements referred to below.

(b) These national requirements are contained in the national provisions referenced below; explanations concerning the content of those provisions are provided where necessary.

(c) The details of any substantial equivalencies under Article VI, paragraphs 3 and 4, are provided (10).

(d) Any exemptions granted by the competent authority in accordance with Title 3 are clearly indicated in the section provided for this purpose below.

(e) Any ship-type specific requirements under national legislation are also referenced under the requirements concerned.

1. MINIMUM AGE (REGULATION 1.1)

Anyone under the age of 16 years is prohibited from working on a ship **(MSN 1848 (M) Annex 1) as amended.**

Merchant Shipping & Fishing Vessels (Health and Safety at Work) (Employment of Young Persons) Regulations 1998 (S.I. No.1998/2411) and MSN 1838 (M) as amended require a risk assessment to be carried out for any person under the age of 18 working on a ship. They define hazardous work and prohibit employment of those under 18 from such work, except in limited circumstances as defined in the regulations.

Night work for seafarers under the age of 18 is prohibited except in specified conditions. Night work is defined as a period of 9 consecutive hours, including the period between midnight and 5 am.
A seafarer of the age of 16 or 17 may work at night if the work forms part of an established programme of training the effectiveness of which would be impaired by the prohibition above. This means

- Any deck or engineer officer training under STCW regulations II/1, II/2 and II/3; III/1, III/2 and III/3
- Any training of ratings forming part of a navigational or engineering watch under STCW II/4 or III/4
- Training of ratings as AB Deck or Engine under regulations II/5 and III/5
- Electro-technical officers under STCW regulation III/6
- Electro-technical ratings under STCW regulation III/7
- Training of radio personnel under STCW regulation IV/2
- Training for alternative certification under STCW regulation VII

2. MEDICAL CERTIFICATION (REGULATION 1.2)

Merchant Shipping (Medical Certification) Regulations 2010 (S.I.2010 No. 0737), and Merchant Shipping Notices MSN 1886 (M+F)) and MSN 1815 (M) requires every seafarer working on a seagoing ship to have a valid medical fitness certificate and prohibits the employment of a seafarer who does not hold such a certificate, except in the circumstances provided for in A1.2 8 and A1.2.9.

In urgent cases (A1.2.8) the seafarer's medical certificate must have expired no more than 1 month prior to joining the ship, and must have been issued for the full validity appropriate to the seafarer's age (ie 1 year for a seafarer under 18 years of age at the time of issue, and 2 years for other seafarers).

A valid medical certificate is a UK seafarer medical fitness certificate issued by a recognised medical practitioner, or a certificate issued by another maritime administration and recognised as equivalent.

Approved medical practitioners are on the MCA website. The list of countries whose medical certificates are accepted as equivalent in the UK are listed in a Merchant Shipping Notice (currently MSN 1815 (M)) and published on the MCA website.

The UK medical fitness certificate is valid for no more than 2 years; or no more than one year if the seafarer is under the age of 18 years.

If the seafarer is employed at the time of their medical examination, the employer must bear the cost.

The certificate must be in English.

(The UK medical fitness certificate includes a statement on colour vision, and so there is no separate validity for a colour vision certificate.)

The Approved Doctor may issue a seafarer with a "Fit" certificate with restrictions on the geographical locations or duties in which the seafarer is fit to work - for example, the restriction "not fit for lookout duties" where the seafarer has a colour vision deficiency.

The UK medical standards provide for flexibility to reflect relative risk; this enables doctors to take some account of particular circumstances, such as distance from medical care, and normal duties and requirements for crew members.

3. QUALIFICATIONS OF SEAFARERS (REGULATION 1.3)

Merchant Shipping (Standards of Training, Certification and Watchkeeping) Regulations 2022 (S.I. 2022 No. 1342) set training requirements in accordance with STCW 78 (as amended).

All officers to be qualified as specified on safe manning document.

Certificates of competency and familiarisation training - for all seagoing ships, STCW requirements apply except as provided below.

ISM Code Section 6: The safety management system must demonstrate that all seafarers are qualified and certificated in accordance with UK requirements, given proper familiarisation with their duties and provided with any training they require in accordance with the safety management system. This includes any appropriate professional training for their duties and familiarisation training for the ship and for their role on board.

Health and safety legislation **(e.g. the Merchant Shipping and Fishing Vessels (Health and Safety at Work) Regulations 1997) (S.I. 1997 No. 2962)** regulation 12 requires all workers to have adequate training to ensure their health and safety while carrying out their duties on board ship.

4. USE OF ANY LICENSED OR CERTIFIED OR REGULATED PRIVATE RECRUITMENT AND PLACEMENT SERVICE (REGULATION 1.4)

IF THE SHIPOWNER RECRUITS SEAFARERS DIRECTLY, THIS SECTION DOES NOT APPLY

Shipowners must ensure that they use R&P services which are compliant with the MLC. This means that they:

(a) must be

(i) in the United Kingdom, or

(ii) in a country which has ratified the Maritime Labour Convention, or

(iii) in a country to which another country's ratification of the Maritime Labour Convention has been extended, or

(b) comply with the requirements relating to recruitment and placement services referred to in Standard A1.4.5 of the Maritime Labour Convention **(MSN 1848 (M) Annex 1) as amended.**

5. SEAFARERS' EMPLOYMENT AGREEMENTS (REGULATION 2.1)

Every seafarer must be provided with a seafarer employment agreement in compliance with the standards specified in **MSN 1848 (M) Annex 1 as amended.**

In addition to the contents required by A2.1.4(a) to (j) UK seafarer employment agreements must include

- Hours of work
- The grievance and disciplinary procedures
- Any terms and conditions relating to pensions and pension schemes

If the SEA is signed by a representative of the shipowner (eg manning agent, franchise supplier), that representative must be named as an authorised representative in the shipowner's DMLC Part 2.

Other documents (for example, collective agreements) may form part of the SEA. The SEA itself and any documents forming part of the SEA, if they are not in English must be available on board in English translation.

Each seafarer must have an original, signed copy of their SEA. A copy of each "master" SEA in use on the ship should be available for inspection on board the ship. (An electronic copy is acceptable for inspection purposes only).

The minimum period of notice for termination of an agreement is 7 days, except by mutual agreement. The minimum period of notice which must be given by the seafarer must be no more than the minimum period of notice which must be given by the shipowner.

The shipowner must provide to the seafarer a record of their employment after the seafarer employment agreement is terminated, including the information specified **in MSN 1848 (M) Annex 1 as amended**. This record must not include information about wages or conduct of the seafarer.

Every seafarer is entitled to at least 2.5 days paid leave per month of employment, within each year of employment, plus an additional 8 days paid leave in respect of public holidays, or pro rata if the seafarer is not employed for a full year **(MSN 1848 (M) Annex 1) as amended.**

The shipowner must grant the seafarer shore leave to benefit their health and wellbeing, as far as is consistent with the operational requirements of their position **(MSN 1848 (M) Annex 1) as amended.**

The SEA must include the agreed repatriation destination, in accordance with the **MSN 1848 (M) Annex 1 as amended**.

Seafarers must not be required to make an advance payment at the beginning of their employment towards the cost of repatriation or to repay the cost of repatriation, except in the circumstances provided in **MSN 1848 (M) Annex 1 as amended.**

The SEA must include information about health and social security protection benefits provided by the shipowner including provision of medical care; provision for the shipowner to pay a seafarer their wages for up to two months after the wreck or loss of a ship, and provision for compensation in the event of long term illness or disability arising from their employment **(MSN 1848 (M) Annex 1 as amended.**

The shipowner's statutory liability for medical care and for payment of basic wages during illness or injury is limited to 16 weeks, or such time as the seafarer is repatriated if later. Liability for basic wages during illness or injury ends when the Seafarer Employment Agreement terminates.

6. HOURS OF WORK OR REST (REGULATION 2.3)

Merchant Shipping (Maritime Labour Convention) (Hours of Work) Regulation 2018 (S.I. 2018/58) as amended provide for minimum rest of at least 10 hours in any 24 hour period and 77 hours in any 7 day period. Rest to be broken up into no more than 2 periods of which one must be at least 6 hours. **MSN 1877(M)** sets out the detailed requirements, including the format for a schedule of hours and hours of work records. Seafarers must be given a copy of their record of hours of work which must be signed by the master or authorised representative and the seafarer.

Any exception from the above requirements (other than for emergencies) must be authorised by MCA.

7. MANNING LEVELS FOR THE SHIP (REGULATION 2.7)

Merchant Shipping (Standards of Training, Certification and Watchkeeping) Regulations 2022 (S.I. 2022 No. 1342) require safe manning documents for all seagoing ships of 500 GT or more. A UK safe manning document is on form MSF4232.

Merchant Shipping and Fishing Vessel (Health and Safety at Work) Regulations 1997 (S.I. 1997 No. 2962) as amended require a safe working environment, including safe patterns of work.

Owners of ships under 500GT may also choose to hold a safe manning document. This must be carried on board the ship and be made available for inspection.

The number of seafarers on board must comply with or exceed the safe manning document in terms of both the number and qualifications of seafarers.

8. ACCOMMODATION (REGULATION 3.1)

Ships, the keel of which was laid before 7 August 2014, must comply with the **Merchant Shipping (Crew Accommodation) Regulations 1997 (S.I. 1997 No. 1508).**

New ships, the keel of which is laid on or after 7 August 2014, must meet the standards set out in **MSN 1844 (M).**

New builds are subject to plan approval.

Crew accommodation must be inspected weekly for cleanliness and maintenance by the master or an authorised representative of the master and the results must be recorded in the Official Log book.

9. ON-BOARD RECREATIONAL FACILITIES (REGULATION 3.1)

Ships, the keel of which was laid before the date the **Merchant Shipping (Maritime Labour Convention) (Survey & Certification) Regulations 2013 (S.I. 2013 No. 1758)** come into force, must comply with the **Merchant Shipping (Crew Accommodation) Regulations 1997 (S.I. 1997 No. 1508).**

New ships, the keel of which is laid on or after the date the Merchant Shipping (Maritime Labour Convention) (Survey & Certification) Regulations 2013 come into force, must meet the standards set out in **MSN 1844 (M).**

Shipowners must provide social connectivity facilities in all parts of the crew accommodation of a ship except storerooms, meeting the requirements of the **Merchant Shipping (Maritime Labour Convention) (Minimum Requirements for Seafarers etc.) Regulations 2014 (S.I. 2014 No. 1613). Due regard to MGN 707 should be taken.**

10. FOOD AND CATERING (REGULATION 3.2)

The shipowner and the master of a ship must ensure that food and drinking water are provided on the ship which comply with MSN 1845(M) as amended, and these must be provided free of charge to all seafarers while they are on board.

A ship's cook must be carried on any ship with 10 or more crew, operating more than 60 miles from a UK safe haven on domestic voyages or operating on international voyages **(MSN 1846 (M).**

On any ship operating more than 60 miles from a UK safe haven on domestic voyages or operating on international voyages on which there is no ship's cook, all catering staff (those who prepare or serve food to crew in the galley) must have completed training in personal hygiene and food handling and storage **(MSN 1846 (M).**

The minimum age for a ships' cook is 18 years, and they must have completed a minimum of one month sea service. UK certificates for ships' cooks issued under, and other certificates recognised by the UK **(MSN 1846 (M).**

Valid ship's cook's certificates issued by any country which has ratified the MLC after the date of ratification are acceptable for service on a UK ship provided that the cook has completed training in personal hygiene and food handling and storage **(MSN 1846 (M).**

11. HEALTH AND SAFETY AND ACCIDENT PREVENTION (REGULATION 4.3)

Merchant Shipping and Fishing Vessel (Health and Safety at Work) Regulations 1997 (S.I. 1997 No. 2962) and other legislation listed in **MSN 1848(M) Annex 1** as amended in addition

- The requirement to have a safety committee applies to any ship on which five or more seafarers work
- The risk assessment referred to under regulation 7 must have regard to relevant statistical information and associated advice on occupational health and safety

Reporting of occupational accidents is required by the **Merchant Shipping (Accident Reporting and Investigation) Regulations 2026 (S.I. 2026 No. 0430)**, and on board recording and investigation of accidents by the **Merchant Shipping and Fishing Vessel (Health and Safety at Work) Regulations 1997 (S.I. 1997 No. 2962) regulations 14 to 19**, and the **ISM Code section 9.**

Occupational diseases must be reported to the MCA in accordance with the **MSN 1848 (M) Annex 1 as amended** and **MSN 1850 (M) as amended.**

12. ON-BOARD MEDICAL CARE (REGULATION 4.1)

The shipowner must meet the cost of medical and dental treatment for seafarers for illness or injury arising while the seafarer is on board their ships, or arising from their work on board; and to allow seafarers to go ashore for medical treatment which is not available on board. **(MSN 1848 (M) Annex 1) as amended.**

The shipowner's liability for medical care is limited to a period of 16 weeks or until the seafarer is repatriated.

Ships with 100 or more persons on board and operating on voyages of more than three days duration must carry a ship's doctor, qualified in accordance with **MSN 1848 (M) Annex 1**

Merchant Shipping (Standards of Training, Certification and Watchkeeping) Regulations 2022 (S.I. 2022 No. 1342) and MGN 1865 (M) set standards for medical and first aid training in line with STCW 78 (as amended).

Merchant Shipping (Medical Stores) Regulations 1995 (S.I. 1995 No. 1802) and MSN 1905 (M+F) set the requirements for medical stores, including specified treatments and medical equipment, and a medical guide, to be carried on seagoing ships. No change is proposed.

MGN 623 (M+F) explains the UK system for access to Radio Medical Advice for ships. No change is proposed.

13. ON-BOARD COMPLAINT PROCEDURES (REGULATION 5.1.5)

Merchant Shipping (Maritime Labour Convention) (Survey and Certification) Regulations 2013 (S.I. 2013 No. 1785).

The shipowner must put in place on board complaints procedures in accordance with **MSN 1849 (M).**

Seafarers must be provided with a copy of the procedures. Contact details for receipt of complaints must be provided for the flag state and for the seafarer's national competent authority if different.

14. PAYMENT OF WAGES (REGULATION 2.2)

Merchant Shipping Act 1995 Ss 30-41 (as amended) set requirements for payment of wages.

Under the **Merchant Shipping (Maritime Labour Convention) (Minimum Requirements for Seafarers etc.) Regulations 2014 (S.I. 2014 No. 1613),** the **Merchant Shipping (Seamen's Wages and Accounts) Regulations 1972 (S.I. 1972 No. 1700)** as amended, and **Merchant Shipping (Seamen's Wages and Accounts) (Allotments) Regulations 1972 (S.I. 1972 No. 1698) as amended.**

(a) Seafarers must be paid regularly, at no more than monthly intervals, in accordance with their employment agreements.
(b) Seafarers must be provided with an account of their wages, including the information specified in MGN 478.
(c) Seafarers may transmit an unlimited part of their earnings to their families.
(d) Any charges for such a service and the exchange rate used must be reasonable. **(MSN 1848 (M) Annex 1) as amended.**

15. FINANCIAL SECURITY FOR REPATRIATION (REGULATION 2.5)

Merchant Shipping (Maritime Labour Convention) (Minimum Requirements for Seafarers, etc.) Regulations 2014, (S.I. 2014 No. 1613) (see **MSN 1848(M) Annex 1 as amended**. A ship must not be operated unless abandonment financial security is in force in accordance with paragraph 3 of standard A2.5.2 of the MLC and the certificate displayed.

Name of ship:

16. FINANCIAL SECURITY RELATING TO SHIPOWNERS' LIABILITY (REGULATION 4.2)

Merchant Shipping (Maritime Labour Convention) (Minimum Requirements for Seafarers, etc.) Regulations 2014, (S.I. 2014 No. 1613) (see **MSN 1848(M) Annex 1) as amended**. A ship must not be operated unless shipowners' liability financial security is in force in relation to the ship to assure provision of compensation in the event of death or long term disability of seafarers due to occupational injury or hazard and the certificate displayed.

Place		Signed	Signature of Authorised official issuing the certificate
Date	enter date	Name	

Name of ship:

SUBSTANTIAL EQUIVALENCIES

The following substantial equivalencies, as provided under Article VI, paragraphs 3 and 4, of the Convention, except where stated above, are noted:

See Annex for details of Equivalencies.

Substantial equivalencies for medical certification (regulation 1.2)

Select
Select
Select
Select

Substantial equivalencies for training and qualifications (regulation1.3)

Select

Substantial equivalencies for seafarer employment agreement (regulation 2.1)

Select

Substantial equivalency for hours of rest records: electronic records (regulation 2.3)

Select

Substantial equivalencies for crew accommodation (regulation 3.1)

Select

Substantial equivalence for Ships' Cooks (regulation A3.2)

Substantial equivalence granted for

Place

Signed

Signature of authorised official issuing the certificate

Date enter date

Name

Name of ship:

EXEMPTIONS

Place		Signed	
			Signature of authorised official issuing the certificate
Date	enter date	Name	

ANNEX - Details of equivalencies

Substantial equivalencies for medical certification (regulation 1.2)

The MCA accepts the following equivalent to the ENG 1 or non-UK equivalent in particular circumstances

MCA ML5 Certificate of Medical Fitness (MSF 4112)
for the master and crew of a small commercial vessel operating under the appropriate MCA Code of Practice which goes no more than 60 miles from shore, an ML5. (See MGN 640 (Medical Fitness Requirements for Those Employed on Boats Certificated under MCA Codes of Practice, Crew of Seagoing Local Passenger Vessels and Non-seagoing Boatmasters).

HSE Certificate of Medical Fitness to Dive at Work
for divers working in the offshore industry, where their place of work is for the time being a ship, eg on a short transit between working stations, but where the work activity takes place only on a working station, the HSE Diver medical.

European Aviation Safety Agency (EASA) Class 1 Commercial Pilot Medical Certificate
for pilots working in the offshore industry, where their place of work is for the time being a ship, eg on a short transit between working stations, but where the work activity takes place only on a working station, the European Aviation Safety Agency (EASA) Class 1 Commercial Pilot Medical Certificate.

OEUK (Offshore Energies UK) Medical Certificate
for offshore workers working in the offshore industry on the UKCS, Norwegian or Netherland Continental Shelf, where their place of work is for the time being a ship.

Substantial equivalencies for training and qualifications (regulation 1.3) under Merchant Shipping (Standards of Training, Certification and Watchkeeping) Regulations 2022 (S.I. 2022 No. 1342)

The Merchant Shipping (Small Workboats and Pilot Boats) Regulations 2023 (S.I. 2023 No. 1216)
Schedule 1 disapplies the Training and Certification Regulations, and MGN 496 provides equivalences for Certificate of Competencies for Masters of Workboats less than 500 GT operating in an unlimited area.

Substantial equivalencies for seafarer employment agreement (regulation 2.1)

Training agreement between an approved training provider and a seafarer
A training agreement between an approved training provider and a seafarer will be accepted as substantially equivalent to an SEA for the purposes of compliance with the MLC provided that

- either through the training agreement itself, or
- through a combination of the training agreement and another agreement between the approved training provider and the shipowner, there are contractual arrangements in place to ensure that a seafarer has the equivalent information and protection in respect of employment conditions as they would have under a UK SEA, in accordance with MGN 485(M).

Substantial equivalency for hours of rest records: electronic records (regulation 2.3)

Electronic record keeping of hours of rest
Electronic record keeping of hours of rest may be accepted provided that the system provides satisfactory security, audit and access arrangements. For full details contact MCA.

Substantial equivalencies for crew accommodation (regulation 3.1)

Red Ensign Yacht Code
Yachts over 24m in length holding a certificate of compliance with the Large Yacht Code (Part A): Standards agreed with MLC Tripartite Working Group and Large Yacht Sub-Group (Chapter 21).

Annex 1 of MGN 601(M) as amended (vessels under 200GT)
Ships under 24m in length holding a certificate of compliance with the Code of Practice for the safety of small commercial vessels (sailing, motor, or workboat). The standards contained in MGN 601 (M) Annex 1.

Annex 1 of MGN 602(M) as amended (workboats of 200GT and over but under 500GT)
The standards contained in MGN 602 (M) Annex 1.

Two officer trainees may share a cabin in accordance with the conditions in the Annex
The MCA has agreed a dispensation for the shipowner allowing him to accommodate maximum of two officer trainees in one cabin, subject to the following conditions

- The floor space of the cabin in question must be at least 12 square meters.
- Officer trainees sharing a cabin must be of the same gender.
- The cabin must contain sufficient integral desk space for the two officer trainees or provide access to a separate study space on board the ship.
- The shipowner should avoid placing two officer trainees who undertake watchkeeping training in the same cabin at the same time, unless the shipowner can show that such will not be detrimental to the officer trainees concerned. In particular, the shipowner must take steps to ensure that a trainee's hours of rest are not unduly disturbed.

Shipowners seeking dispensations should take account of relevant guidance from the Merchant Navy Training Board (MNTB), from the Maritime Training Trust and Maritime Educational Foundation and relevant surveys undertaken by Nautilus International.

Substantial equivalence for Ships' Cooks (Regulation A3.2.)

Recognised chef acting as ships' cook

In appropriate circumstances the MCA will accept a recognised chef on the basis of their experience and standing as a ships' cook in compliance with A3.2.3 provided that they have a certificate in food hygiene.