



## Port State Control CIC 2024 on Crew Wages and SEAs

Notice to: Ship Owners / Managers / Operators / Surveyors / Auditors / DPAs / Masters

URC24016 | 31 July 2024

This circular is issued to advise that the Paris and Tokyo MoUs have agreed to run a Concentrated Inspection Campaign (CIC) on the topic of **Crew Wages and Seafarer Employment Agreements (SEAs) under MLC**, running from 1 September to 30 November.

Concentrated Inspection Campaigns focus on specific areas where a higher risk of non-compliance could exist and take place yearly over a period of 3 months (September - November).

The CIC is part of a regular PSC inspections, and the attending PSC Officer may extend the inspection to other areas of the ship or crew-related matters. Several non-detainable MLC-related deficiencies can be considered by the PSC Officer as evidence of an ISM deficiency (PSC Code 15150) and be treated as grounds for detention.

URACOS have prepared a checklist which can be reachable from our office to assist Owners/Managers in ensuring that all necessary and required information concerning working arrangements and payments is supplied to the Crew and available for PSC inspection. URACOS's Surveyors will also use the checklist when attending onboard.

### Act now

Ship Owners, Managers, Operators, Surveyors, Auditors, DPAs, and vessel Masters should ensure that their ships are well prepared for the Concentrated Inspection Campaign and that the items in the checklist are all in order.

**CIC ON CREW WAGES AND SEAFARER EMPLOYMENT AGREEMENTS (MLC, 2006)**

<b>Inspection Authority</b>			
<b>Ship's name</b>		<b>IMO number</b>	
<b>Date of inspection</b>		<b>Inspection port</b>	

No.	Question	Yes	No	N/A	Detention
Q1*	Is the seafarer given a SEA signed by both the seafarer and the shipowner or a representative of the shipowner?				
Q2*	Is the seafarer able to access information regarding their employment conditions on board?				
Q3	Are standard form of seafarer employment agreements and parts of any applicable collective bargaining agreements, subject to port State control under Reg. 5.2, available in English?				
Q4*	Does the seafarer employment agreement include all the required elements specified in the MLC, 2006?				
Q5*	Do particulars included in the seafarer employment agreement comply with the MLC, 2006 requirements?				
Q6*	Are wage or salary payments made to the seafarer at no greater than monthly intervals?				
Q7*	Have seafarers been given a status of accounts and wages paid on at least a monthly basis?				
Q8*	Are wage or salary payments in accordance with any applicable CBA or SEA?				
Q9*	If payments made to a seafarer include deductions, are they in accordance with the MLC, 2006?				
Q10a*	Is a certificate or documentary evidence of financial security, issued by the financial security provider, available on board in the event of compensation for death and long-term disability?				
Q10b*	Is a certificate or documentary evidence of financial security, issued by the financial security provider, available on board in the event of the repatriation?				

- Notes:
- ◆ Questions 1 to 10b answered with a "No" MUST be accompanied by a relevant deficiency on the Report of inspection.
  - ◆ If the box "No" is ticked off for questions marked with an "\*", the ship may be considered for detention.