



Seafarers Qualifications, Employment and Renumeration

Fourth Workshop with Ship Operators

20 March 2024

Presentation outline

1

Status of qualification

2

Seafarer qualification vs maritime industry demand

3

Seafarer employment & remuneration

STATUS OF QUALIFICATIONS



SAFE MANNING & QUALIFICATIONS DECK DEPARTMENT

INSHORE VOYAGES

No. Vessels

Gross Tonnage

1

< 20 GRT

12

20 < 80 GRT

83

80 < 500 GRT

10

1600 < 500 GRT

106

Note: Total no of vessels with SMCs- 122

Level

Officers required

Master Class 4

99

Master Class 5

184

Master Class 6

13

NEAR-COASTAL VOYAGE

No. Vessels

Gross Tonnage

0

< 20 GRT

0

20 < 80 GRT

2

80 < 500 GRT

14

1600 < 500 GRT

16

9 fishing vessels + 4 landing crafts + 1 Passenger-Cargo vessels

Level

Officers required

Master Class 3

16

Master Class 4

7

Master Class 5

25

Class 1 Master: 4

Class 2 Master: 3

Class 3 Master: 12

Class 3 Mate/OOW: 4

Class 4 Master: **129**

Class 5 Master: **84**

Class 6 Master/Engineer: **122**

Class 1 Engineer: **2**

Class 2 Engineer: **4**
Engine Watchkeeper: **2**

Class 3 Engineer: **27**
Engine Watchkeeper: **3**

Class 4 Engineer: **96**

Class 5 Engineer: **58**

Class 6 Master/Engineer: **122**

Engine Department

INSHORE VOYAGES

No. Vessels	Installed Engine Power
5	< 250 kW
22	250 < 500 kW
53	500 < 750 kW
17	750 < 1500 kW
9	1500 < 3000 kW
106	

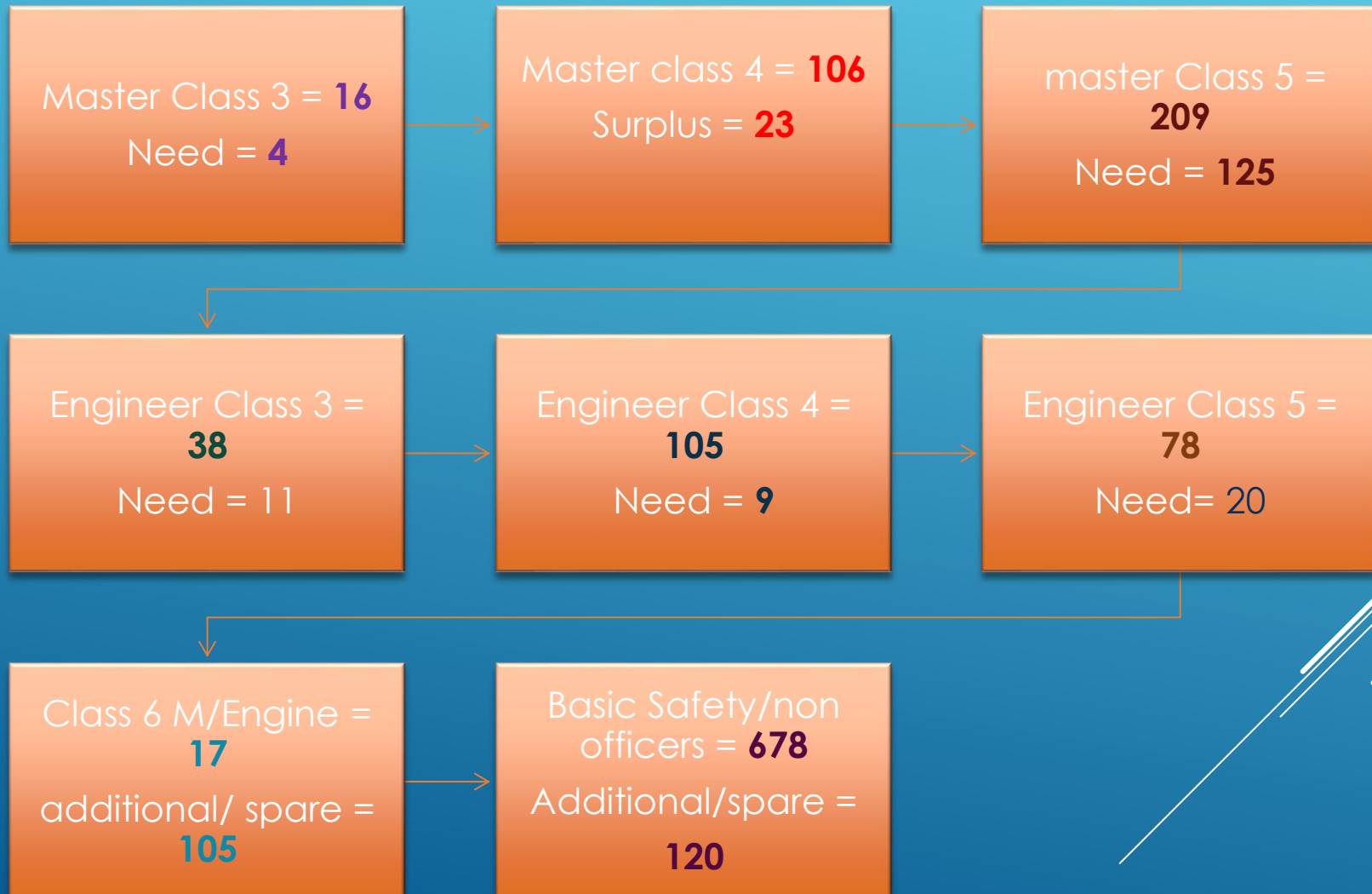
Level	Officers required
Engineer Class 3	8
Engineer Class 4	96
Engineer Class 5	78
Engineer Class 6	3

NEAR-COASTAL VOYAGES

No. Vessels	Installed Engine Power
0	< 250 kW
1	250 < 500 kW
2	500 < 750 kW
9	750 < 1500 kW
4	1500 < 3000 kW
16	<i>9 fishing vessels + 4 landing crafts + 1 Passenger -Cargo vessels < 3000 KW in NC inside SI waters.</i>

Level	Officers required
Engineer Class 2	0
Engineer Class 3	30
Engineer Class 4	9

INDUSTRIES NEED FOR OFFICERS & NON-OFFICERS



SEAFARER EMPLOYMENT

Objective

- To ensure fair and compliant contractual terms and conditions for the employment of seafarers onboard domestic vessels.

Background of Seafarer Employment Agreement (SEA)

- Need to improve well-being of seafarers and safe employment by ship operators of domestic vessels.
- Need to address issues related to employment of seafarers on board domestic vessels

Supporting information for SEA implementation

- Shipping Act 1998 as amended and Labour Act
- Guidelines on the Employment of Seafarers
- SEA Implementation Plan.

Purpose

- to define and guide the implementation of the Seafarer Employment Agreement (SEA) between ship owners/operators and seafarers

Labour Act 1996

1. Labour Act 1996. Chapter 73, S. 80.
Labour (Seafarer) Terms and Conditions.

Shipping Act 1998

- Shipping Act 1998. Part VI. S. 110 – 152.
Terms for Seafarer Employment and Agreement

MLC 2006

- Maritime Labour Convention 2006. Article IV. *Seafarer employment and Rights*

Scope Of SEA Implementation Plan

SEA Compliance

Submission
and review of
SEAs

Amendments
and approval
of SEAs

SEA Registration and Monitoring

Registration of
SEAs in
SharePoint

Approval and
monitoring of
SEAs

SEA IMPLEMENTATION PLAN OUTPUT

OUTPUT

1. All seafarers employed on domestic vessels have signed a SEA approved by the Director SIMA.
2. All SEAs have fair and compliant terms and conditions of contractual obligations

STATUS OF SEA IMPLEMENTATION

Vessel Status	
Vessels Notified	91
Vessels due for submission	42
Vessels submission	49
Vessels Approved	5
Approved SEAs	
Per voyage SEAs	50
Finite SEA	49
Indefinite SEA	29
TOTAL REGISTERED SEAs	128

RENUMERATION ANALYSIS

Capacity	Function on board	Remuneration			
		Employment on voyage		Finite/ Indefinite employment	
Class 1 Master/ Engineer	Master/Chief Engineer	Not Available	Not Available	Not Available	Not Available
Class 2 Master/ Engineer	Master/Chief Engineer	\$3000.00 - \$2300.00	Daily	Not Available	Not Available
Class 3 Master/ Engineer	Master/Chief Officer – Unlimited & Near Coastal	\$2950.00 - \$1500.00	Daily	Not Available	Not Available
Officer of Watch/ Officer of Engineering Watch (Class 3 Mate)	Master/Chief Officer – Near-coastal	\$1500.00 - \$550.00	Daily	\$5000.00 - \$3500.00	Fortnight
Class 4 Master/ Engineer	Master/Chief Engineer - Inshore	\$700.00 - \$550.00	Daily	\$4000.00 - \$3000.00	Fortnight
Class 5 Master/ Engineer	Chief Officer/ 2nd Engineer - Inshore	\$550.00 - and Less	Daily	\$3500.00 - \$1700.00	Fortnight
Class 6 M/E & Basic Safety Certificate	Bosun/Deck hand	Not Available	Daily	\$1600.00 - \$850.00	Fortnight

Recommendations

Qualifications

Maritime College must adapt training offer to demand

Qualification must be internationally recognized and seafarers trained at level 3 for dynamic maritime employment

Employment

Shipping company ownership, logistics and management to be strengthened to better manage employees

Shipping companies to employ a designated person ashore/operation manager to facilitate administration

Remuneration

Seafaring employment is sustainable due to population growth thus requiring investment and support

Closely monitoring number of qualified seafarers to balance level of salary and financial capacity of ship owners

Need to compare to other sectors in terms of employment, level of qualification and remuneration



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