



Sustainable Maritime Employment

Fifth SIMA Workshop with Ship Operators
24 April 2025

PRESENTATION OUTLINE

1

Seafarer Employment Agreement:
Status and Next Steps

2

Seafarer Qualification and
Demand: Status and Gaps

3

Upgrade of the Maritime College:
Progress and next steps

SEAFARER EMPLOYMENT AGREEMENT

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

SEA IMPLEMENTATION PLAN

Supporting Information for SEA Implementation

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

Labour Act 1996

- 1. Labour Act 1996. Chapter 73, S. 80.
Labour (Seafarer) Rule.

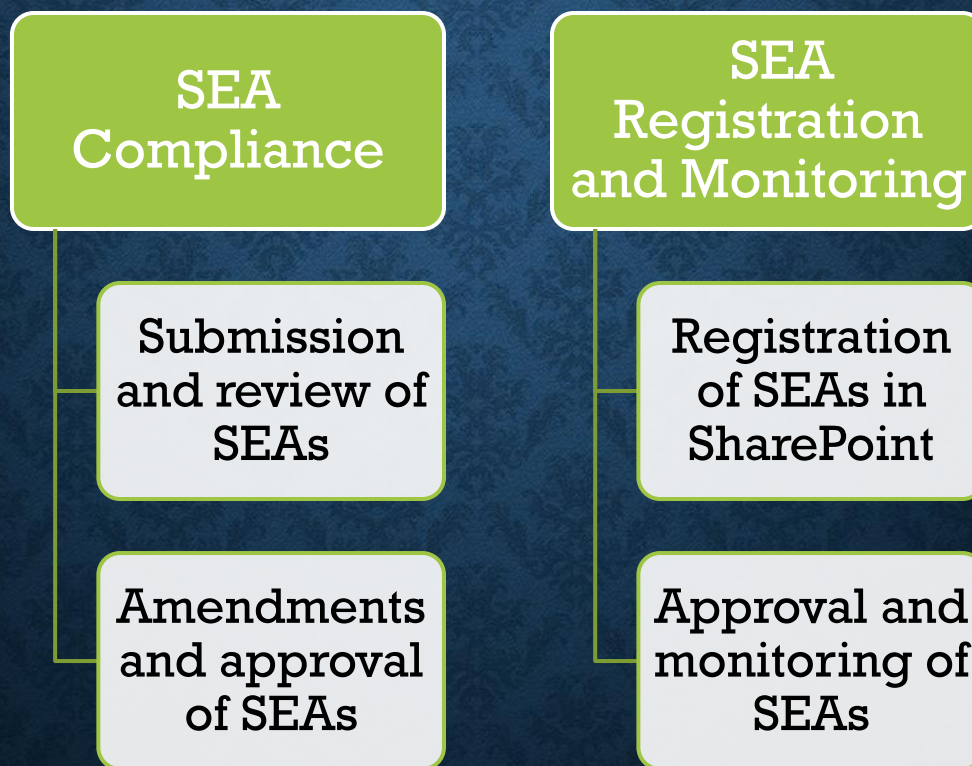
Shipping Act 1998

- 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 implementation plan output

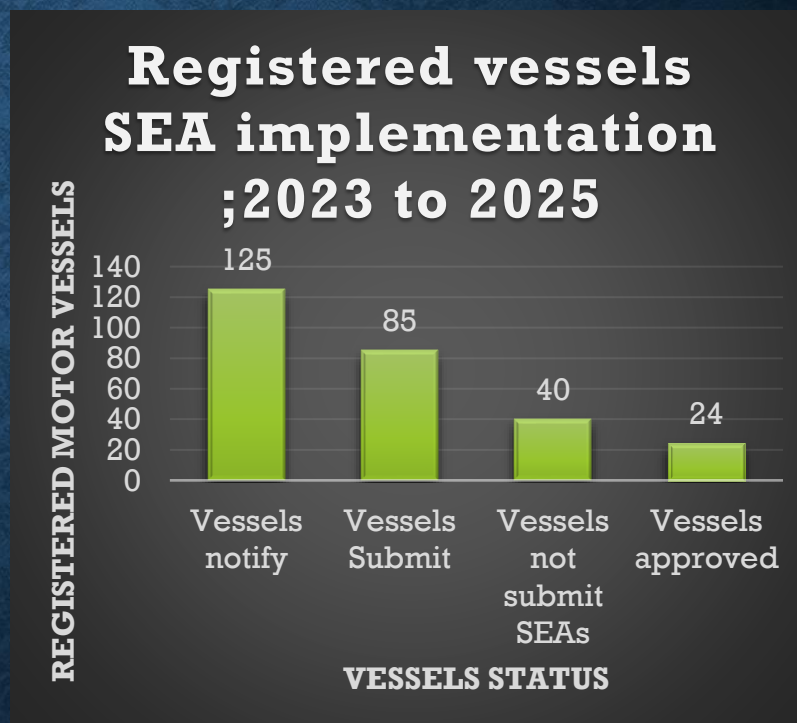
OUTPUT

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

Registered Vessels SEA Implementation

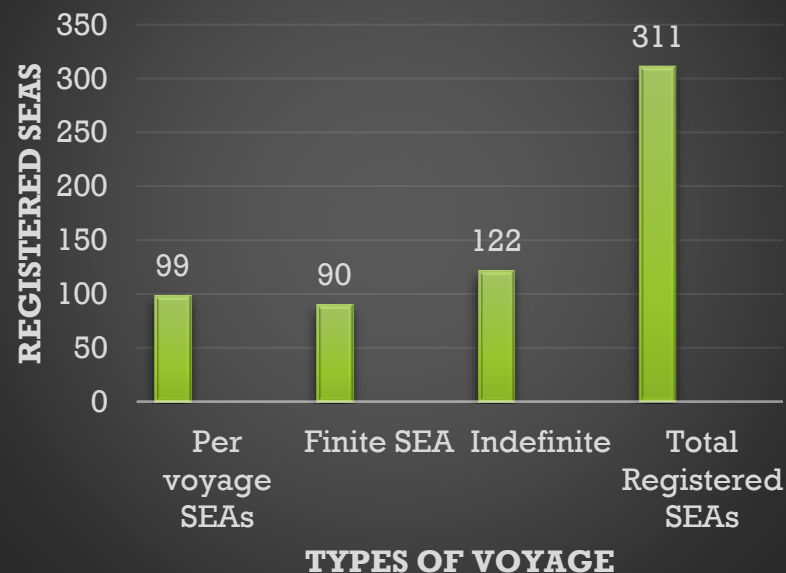
Vessel Compliance Status	
Vessels Notified	125
Vessels not submit SEAs	40
Vessels submission	85
Vessels Compliant	24



Status For Registered SEAs

Approved SEAs	
Per voyage SEAs	99
Finite SEA	90
Indefinite SEA	122
TOTAL REGISTERED SEAs	311

Registered SEAs Status; 2023 to 2025



Way forward

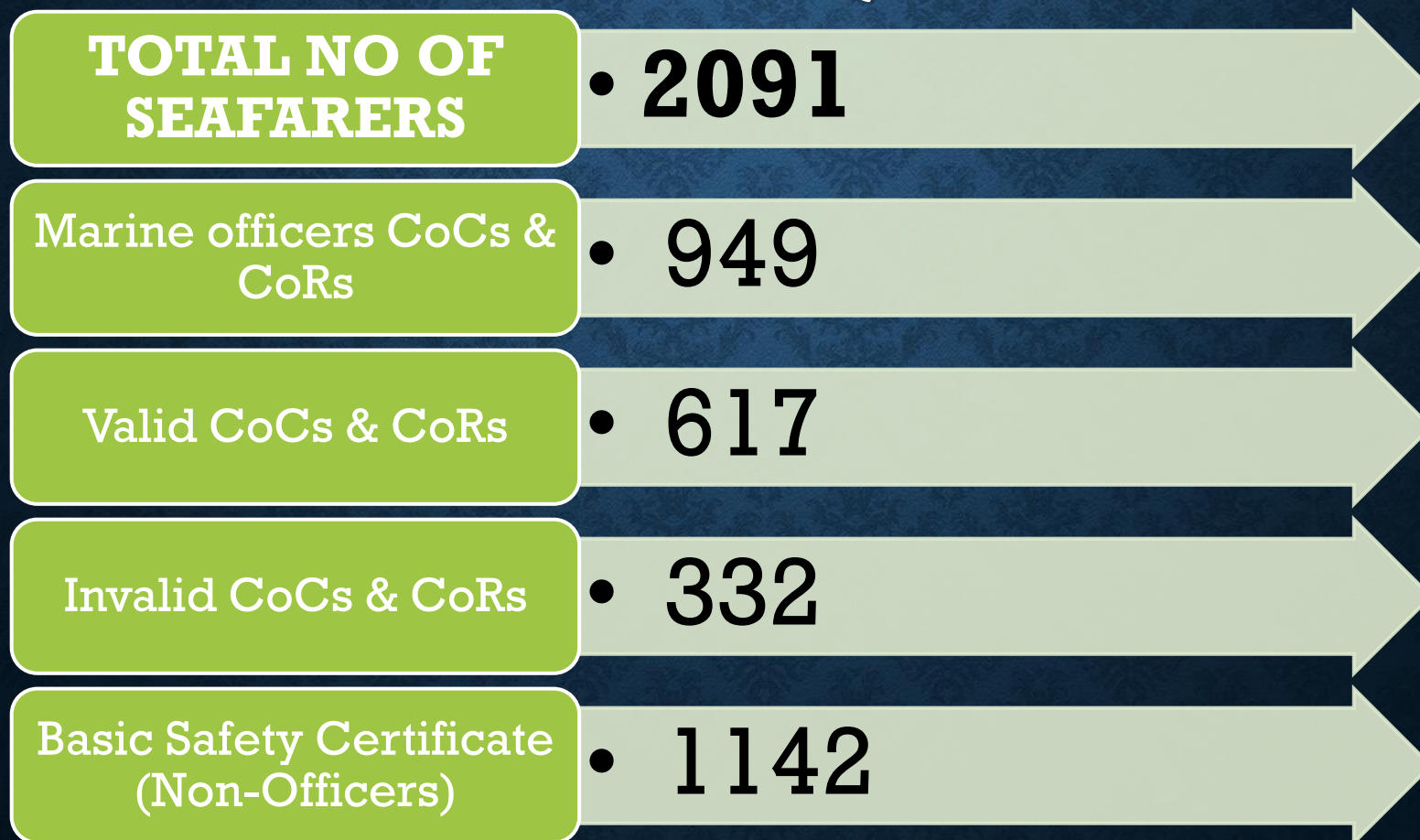
Conduct special inspections on crew manning for seafarer with registered SEAs to ensure it is compliant with the applicable requirements.

Vessel Notified may be Detained upon next annual survey if not compliant.

SIMA to liaise with NPF and IRD to ensure payments of mandatory contributions

SEAFARER QUALIFICATION AND DEMAND

Status of Seafarer Qualification



SAFE MANNING & QUALIFICATIONS FOR DECK DEPARTMENT

INSHORE VOYAGES

No. Vessels	Gross Tonnage
1	< 20 GRT
12	20 < 80 GRT
87	80 < 500 GRT
11	1600 < 500 GRT
111	Note: Total no of vessels with SMCs- 132
Level	Officers required
Master Class 4	109
Master Class 5	197
Master Class 6	13

NEAR-COASTAL VOYAGE

No. Vessels	Gross Tonnage
0	< 20 GRT
0	20 < 80 GRT
7	80 < 500 GRT
14	1600 < 500 GRT
21	8 fishing vessels + 57 Near Coastal Voyages by 16 Vessels.
Level	Officers required
Master Class 3	19
Master Class 4	10
Master Class 5	33

Class 1 Master: 3

Class 2 Master: 1

Class 3 Master: 12
Class 3 Mate/OOW: 6

Class 4 Master: 156

Class 5 Master: 128

Class 6 Master/Engineer: 113

Class 1 Engineer: 7

Class 2 Engineer: 2
Engine Watchkeeper: 1

Class 3 Engineer: 31
Engine
Watchkeeper: 2

Class 4 Engineer: 104

Class 5 Engineer: 51

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
111	
Level	Officers required
Engineer Class 3	9
Engineer Class 4	99
Engineer Class 5	81
Engineer Class 6	5

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
21	12 fishing vessels + 6 landing crafts + 2 Passenger-Cargo vessels & 1 Cargo Vessel < 3000 KW in NC inside SI waters.
Level	Officers required
Engineer Class 2	0
Engineer Class 3	36
Engineer Class 4	10

SUMMARY

Qualification

Competency	Total Number of Valid CoCs	Manning requirement	Needs	Surplus
Master Class 3	12	19	7	x
Mate 3/OOW	6	0	x	6
Master Class 4	156	119	x	37
Master Class 5	128	230	102	x
Engineer Class 3	31	45	14	x
Engineer Watchkeeper	3	0	x	3
Engineer Class 4	104	109	5	x
Engineer Class 5	51	81	30	x
Master Engineer Class 6	113	18	x	95
Proficiency Certificate	Total Number	Manning requirement	Needs	Surplus
Basic Safety/Non-Officers	1142	758	x	384

SUMMARY

Age of Seafarer with Valid Certification

Competency	Total Number of Valid CoCs	60 & above	50-60	40-50	30-40	30 below
Master Class 3	12	5	1	5	1	x
Mate 3/OOW	6	1	1	2	1	x
Master Class 4	156	15	48	49	43	1
Master Class 5	128	14	23	27	43	21
Engineer Class 3	31	4	21	5	x	1
Engineer Watchkeeper	3	x	3	x	x	x
Engineer Class 4	104	12	33	36	21	2
Engineer Class 5	51	1	10	16	17	7
Master Engineer Class 6	113	1	4	13	39	56

UPGRADE OF THE MARITIME COLLEGE

Progress



**SOLAS
Centre, SIMC.**

SIMC delivering all STCW standard training materials for all seafarers



Next steps.

Upgrade of SIMC facilities and equipment

- Programme in place for upgrade of machineries and equipment for training

Installation of Lifeboat for training

- The Commissioning of the SOLAS Centre and installation of lifeboat for Seafarer training



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