



SEAFARER EMPLOYMENT AGREEMENT

Third Workshop with Ship Operators

4 October 2023

PRESENTATION OUTLINE

1

Background on Seafarer
Employment in Solomon Islands

2

Guidelines on the Employment
of Seafarer

3

Seafarers Employment
Agreement implementation plan

SUMMARY

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

Process for the employment of a seafarer

Safe Manning of Vessel

- Application for SMC submitted by vessel owner/operator to SIMA.
- SIMA review application and issue SMC when compliant with applicable laws.

Seafarer Registration and Certification

- Vessel owner/ operator recruit a qualified seafarer;
 1. trained by SINU under Shipping (STCW Convention) Regs. 2010.
 2. registered as Seafarer with SIMA with required Certificates.

Employment of Seafarer on board Vessel

- Vessel Owner/Operator to lawfully employ a qualified seafarer by;
 1. maintaining seaworthiness of vessel holding a valid VSC.
 2. providing a signed crew list and **SEA approved by SIMA.**

GUIDELINES ON EMPLOYMENT OF SEAFARERS REFERENCES

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*

SEA IMPLEMENTATION PLAN

Purpose

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

Supporting information

- **Guidelines**
 - Guidelines on the employment of seafarers
- **Database**
 - [SIMA e-gate](#) Seafarer registry
- **SIMA Procedure**
 - Procedure: Seafarer Certification

Scope

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

Deliverables

2 Months before VSC Anniversary date (before or on 30th Sep 2023)

- SO section request submission of SEAs



1 month before VSC Anniversary date

- Ship owner/ operator submits all SEAs



10 working days after submission of SEAs

- Review of SEAs and notification provided to ship owners/ operators if any discrepancies



At time of Periodic Survey

- Vessel Inspector liaise with Senior Officer SO for SEAs of crew and note any deficiency



1 month after periodic Survey

- Follow-up inspection is conducted for rectification of SEA deficiency



Registration and monitoring of SEAs

- Senior Officer SO reviews and registers SEAs, and uploaded in database for Directors Approval



Output of SEA implementation plan

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 PLAN (FIRST QUARTER)

Total number of Vessels	133
Total number of Vessels for VI (First Quarter)	35
Vessels Notified	25
Vessel SEA Submitted	13
Total Approved SEA	28

SUMMARY OF OUTCOME

- Safe manning of vessels Compliant and monitored.
- Capacity building for employed seafarers through establishment of Training Plan.
- Mutual Agreement between both parties for employment terms and conditions of seafarers
- Seafarers committed to long term employment on board vessels.



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