



SEAFARER EMPLOYMENT AGREEMENT

29 June 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

Supporting information for SEA implementation

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

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.

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



Registration and monitoring of SEAs

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



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



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



TAGIO TUMAS

E contact@sima.gov.sb

P (677) 21 535

PO Box 1932, Honiara
Solomon Islands

www.sima.gov.sb