



## Seafarers' On Board – Best Practice Charter

### Background

The Vision2040 articulated by The Sustainable Shipping Initiative Ltd ('SSI') identifies areas that need to be developed and progressed if the industry is to be profitably sustainable by the target date.

By providing safe, healthy and secure work environments, more people will be attracted to work in shipping, where they can enjoy rewarding careers and achieve their full potential. Furthermore the industry seeks to earn the reputation of being a trusted and responsible partner in the communities where it lives, works and operates. The importance of ensuring that seafarers on-board are valued and treated properly is material to both of these objectives.

In 2014 SSI members undertook research on the 'liveability' aspects of on-board life. The analysis of these results coupled with the adoption, ratification and implementation of the Maritime Labour Convention provisions has prompted the SSI to develop a best practice charter for ship owners, operators and managers to adopt to demonstrate that they recognise the value of the seafarer to the enterprise and are going beyond compliance, particularly by implementing voluntary aspects in the Part B provisions of the MLC.

### Purpose

This Charter is intended to be a visible demonstration of the extent to which signatory companies recognise and support their key workforce beyond compliance. It is envisaged that there will be a sign-up process which will result in a registered database being publicly available on the internet. This will allow seafarers to see which progressive companies place additional value on their sailing staff.

### Endorsement

Whilst the SSI has been the author of the Charter, it seeks to enable the Charter's wide adoption through endorsement, co-sponsorship, support and/or promotion by other leading organisations in the maritime industry to their members and affiliates. We would welcome feedback on the Charter and the opportunity to discuss how we can engage with you on taking this initiative forward.



## Seafarers' On-board Best Practice Charter

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Responsible members of the maritime community believe that seafarers deserve good working and living condition standards on board ships and as such encourage the industry to implement best practice standards for seafarers. Best practice standards contribute to enhancing work performance and safety as well as increasing the seafarer profession attractiveness and promoting retention.

Ship owners / operators that sign up to this charter endeavour to implement as many of the following items as possible and encourage others to do the same.

**Overview:**

1. Go beyond the minimum requirements of the ILO MLC 2006 standard
2. Implement items within Part B of the MLC as far as practicable

**Accommodation:**

3. Enhance habitability Indoor Environmental Quality Factors such as light, heat, moisture, noise, vibration, air quality and colours to promote rest and relaxation
4. Maintain accommodation standards in accordance with Part A of the MLC for existing vessels as far as practicable.

**Recreational & Social Activities:**

5. Provide and equip recreational spaces conducive to social activities on board
6. Provision of a welfare fund to each vessel to be spent as decided by the seafarers
7. Encourage a cohesive onboard community through regular social activities
8. Port agents to provide information on available shore facilities when requested by the Master
9. Encourage shore leave wherever practicable in port and at anchor

**Communication & Social Support**

10. Provide internet connectivity at cost to seafarers
11. Conduct seafarer satisfaction surveys & respond to feedback with actions as appropriate
12. Consider engagement with a charity that promotes seafarer wellbeing

**Food and Catering:**

13. Implement routines for testing of potable water to ensure a suitable quality.

**Management and Policy:**

14. Ensure equal opportunities for seafarers and shore staff
15. Encourage a harmonious workplace on board led by senior Officers
16. Value retention of seafarers
17. Review manning procedures to encourage industry best practice as far as practicable