Information for employees on board concerning minimum protection

Via the order concerning minimum protection of certain categories of persons on board ships, the Danish Maritime Authority has, with respect to specific categories of personnel on board, put into force a selection of the protection rules applicable to seafarers.

If you belong to one of the categories of personnel covered by the protection rules, which are defined in more detail in Annex 1 of the Order (attached), the following shall apply:

* Nobody younger than 16 years of age shall work or perform tasks on board ships.
* You have the right to a written employment contract. It is your employer who must ensure that you are provided with a written employment contract, but the shipping company also has a duty to ensure that you have such a contract or are able to obtain one.
* You are secured the necessary access to food and drinking water.
* While on board ship you are covered by the regulations for seafarers concerning:

o Seafarers' right to hours of rest, which states that, on each working day, you are entitled to at least 10 hours’ rest, which may be divided between a maximum of two rest periods, of which one must be a minimum of 6 hours in duration.

o Seafarers' right to care, which obligates the shipmaster to ensure that you receive proper treatment and care in the event that you fall ill or suffer an injury.

o Occupational health on board ships, which states that the work which is carried out on board the ship must take place in a manner which incorporates due health and safety precautions.

o The right to a free journey home, which guarantees that, if required, your journey home will be arranged on your behalf after you have completed work on board the ship.

o The right to retire in case of a risk of war or other ominous situations, which grants you the right to disembark the ship in the event that it is on course for areas in which there is a risk of war or similar hazardous situations.

o The right to retire in case of exceptional circumstances, which grants you the right to retire in the event of pregnancy and maternity/paternity leave as well as when compelling family reasons necessitate this.

o The right to compensation for personal belongings, which grants you the right to compensation for personal belongings lost in the event that the ship suffers a shipwreck or other accident.

- You are, to the same extent as other seafarers, entitled to lodge a complaint if your employer fails to observe your rights. Any complaints shall be submitted via the ship’s “on board complaints system”. Notices clarifying this complaints procedure have been made public and/or can be obtained from the shipmaster.

In addition, conditions may be stipulated requiring that, prior to boarding the ship, you must undergo a medical examination pursuant to regulations laid down for seafarers, and must possess a valid medical certificate. Furthermore, conditions may be stipulated requiring that you complete a specific safety training course.

If you are in doubt concerning whether you are covered by the minimum protection order, or if you have any other questions concerning your rights when on board the ship, these may be directed to the shipmaster or your employer.

Kind regards

*Date and name and contact details of the shipowner*

Appended: Annex 1 from Order no. 722 of 8 June 2017 concerning minimum protection of certain categories of persons on board ships.

**Annex 1**

**Categories of persons covered by section 1**

**1.** The following persons shall be covered by section 1 when they do not perform work on board a ship that is of importance to the operation of the ship in a wider sense if they are, via their shore-based conditions of employment, secured in accordance with regulations, collective agreements or individual contracts at a level corresponding to the level of protection stipulated in the act on seafarers' conditions of employment, etc. (*lov om søfarendes ansættelsesforhold m.v.*) and orders issued in pursuance here-of:

1. Offshore specialists, including:

a) Wind turbine fitters, wind turbine repairmen and wind turbine technicians, including on day-time voyages.

b) Surveyors and survey teams.

c) ROV operators.

d) Cable trenchers.

e) Customer representatives.

f) Marine warranty surveyors.

g) Insurance representatives.

h) Tow masters.

i) Special positioning technicians.

j) Divers.

2. Journalists, researchers and similar groups of personnel.

3. Medical teams.

4. Maritime accident investigation teams.

**2.** The following categories of persons shall be covered by section 1 if they only occasionally perform tasks on board or from ships for a shorter period of time:

1. Company, operational and ship surveyors and other supernumerary company employees.

2. Super cargo and salvage surveyors.

3. Supernumerary workmen, sales consultants, equipment and service technicians and other repair-men solving a specific task, testers.

4. Journalists, researchers and similar groups of personnel.