



## SEAFARER RIGHTS & INFORMATION

This document provides an overview of your key rights and protections when accepting employment onboard a yacht, in line with the Maritime Labour Convention (MLC, 2006).

Before joining any vessel, you should ensure you understand and are satisfied with your employment terms.

### SEAFARER EMPLOYMENT AGREEMENT (SEA)

You are entitled to receive and review a Seafarer Employment Agreement (SEA) before joining.

Your SEA should clearly outline:

- Your position and duties
- Your salary and payment terms
- Leave entitlement
- Notice period and termination conditions
- Repatriation rights

You should ensure you fully understand and are comfortable with your SEA before signing.

### WAGES & PAYMENT

You are entitled to:

- Be paid regularly and in full in accordance with your SEA
- Receive a clear breakdown of your pay
- Have any deductions explained

If you have concerns about payment, these should be raised promptly with the vessel.

### HOURS OF WORK & REST

You are entitled to reasonable working hours and adequate rest in accordance with MLC requirements.

Records of hours of work and rest should be maintained onboard.



## **REPATRIATION**

You are entitled to repatriation at no cost to you in certain circumstances, including:

- Completion of your contract
- Termination of employment
- Illness or injury

This should be covered within the vessel's financial security arrangements.

## **MEDICAL CARE & WELFARE**

You are entitled to:

- Access to medical care onboard and ashore if required
- A safe and hygienic working environment
- Adequate food and accommodation

## **COMPLAINTS & CONCERNS**

If you have any concerns during your employment, you should:

- Raise the issue onboard through the vessel's procedures
- Contact the vessel's management company if necessary

You may also contact the Maritime & Coastguard Agency (MCA) at [mlc@mcga.gov.uk](mailto:mlc@mcga.gov.uk).

## **IMPORTANT**

Surge Crew acts as an introduction agency and does not employ crew. Your employment contract is between you and the vessel.

However, we encourage all candidates to ensure they understand their rights and are satisfied with their employment arrangements before joining.

If you have any questions before accepting a position, please contact:

[crew@surgeyachting.com](mailto:crew@surgeyachting.com)