



GENERAL RIGHTS FOR SEAFARERS

A helpful overview for candidates to understand their rights & protection in line with the Maritime Labour Convention (MLC) 2006

General Rights for Seafarers

- GreenTec will prohibit the use of any mechanisms, means or blacklists which are intended to prevent or deter qualified seafarers from gaining employment. We do not discriminate and welcome applications from all candidates.
- GreenTec will not charge candidates any costs, either direct or indirectly during the placement process. Any costs such as visas required for travel and mobilisation fees including flight tickets are covered by the vessel under MLC.
- GreenTec will ensure that seafarers recruited or placed are qualified for the job concerned and undertake reference checks to provide assurance.
- GreenTec will maintain an up-to-date register of all seafarers recruited or placed with a client
- GreenTec ensure there is insurance in place to compensate seafarers for monetary loss from the failure of the recruitment and placement service, or from breach of the seafarer employment agreement by the owner or their agents to meet its obligations required of them in law.
- GreenTec protect the confidentiality of seafarers' personal data in line with our GDPR Policy
- GreenTec maintain up-to-date lists of the vessels for which we provide seafarers and ensure that there is a means by which the services can be contacted in an emergency at all hours.
- GreenTec will not recruit any crew under the age of 16 years, or below the minimum age specified by vessel's Flag (whichever is higher).
- Individual Seafarers Employment Agreements (SEA's) are required to comply with all applicable laws and regulations and will include terms and conditions of employment as well as any Collective Bargaining Agreement that may apply. Together these should not be any less favourable than the minimum standards as set out in MLC.
- GreenTec will give the candidate the right of sufficient time to study the content before accepting and signing a SEA with the vessel. Candidates will also receive a copy of the SEA for their records. Candidates should be sure that all sections of the SEA are completed correctly and acceptable to you as the seafarer.
- It should also be noted that GreenTec ensure, as far as is practical that the vessel is financially able to fulfil their obligations to you, with applicable insurance and protection in place, providing sufficient cover as per MLC and prevent you from being stranded in a foreign port.

Complaints

Should you have any complaint or grievance following placement by GreenTec please report a complaint via one of the following means:

- Via our online complaints form (<https://www.greentecrecruitment.com/complaints>)
- Via email (seafarers@greentecrecruitment.com)

Alternatively, you can contact the UK Maritime and Coastguard Agency (MCA) by email at mlc@mcga.gov.uk

If you would like to view our MLC Certificate, please contact us by emailing discover@greentecrecruitment.com