

# Palau International Ship Registry



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## MARINE NOTICE 201.1

**To: ALL SHIPOWNERS, MANAGERS, MASTERS, and REGISTRATION OFFICERS OF MERCHANT SHIPS AND RECOGNIZED ORGANIZATION.**

**Subject: PAYMENT OF WAGES**

Reference:

- Maritime Labour Convention (MLC), 2006, TITLE 2.2;
- Republic of Palau Admiralty and Maritime, Title 7/Chapter 8;
- Republic of Palau Maritime Regulations / 26-june-2012.

1. Purpose

- 1.1 The present Marine Notice sets forth the Administration's minimum requirements for the payment of wages to seafarers, full and true accounting of wages, fixed salary plans and offshore based electronic accounting systems.

2. Applicability

- 2.1 All seafarers working onboard a Palau registered vessel to which the MLC 2006 is applicable.
- 2.2 All Shipowners, Managers & Masters of ships registered in Palau International Ship Registry (PISR)

3. Fixed Salary Plans

- 3.1 A Seafarer shall be paid at no greater than monthly intervals and in full for his (her) work in accordance with the Shipping Articles;
- 3.2 Wages shall commence on the day specified and agreed to in the Shipping Articles or at the time of presence on board the vessel for the purpose of commencing work, whichever first occurs, and shall terminate on the day of discharge or termination of the Shipping Articles;
- 3.3 In the absence of any other agreement, the owner or the Master of the ship shall pay to every seafarer his (her) wage within two (2) days after the termination of the Shipping Articles, or at the time when the seafarer is discharged, whichever is first;
- 3.4 A seafarer shall receive a shipboard transaction statement before signing off the ship, which shall be followed by a final wage account slip to his(her) mailing address during the month following the date on which the sign-off occurred.



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## 4. Calculation of Payments:

- 4.1 A shore-based accounting office is required, in order to perform the wage accounting function, utilize an electronic transfer of wage payments, and transmit individual wage accounts to the ship or the seafarer's mailing address by a specified date;
- 4.2 A Seafarer shall be given an account statement each month indicating his monthly wage and any deductions due to advances or other payments, and the rate of exchange used where such advances and payments have been made in a currency other than the one agreed to;
- 4.3 Calculating wages, the regular hours of work at sea and in port shall not exceed eight hours per day;
- 4.4 In order to prevent fatigue, overtime work shall not exceed 35 hours per week. Compensation for overtime shall be agreed in the Shipping Articles (seafarer's Bargaining Agreement) and shall not be less than 125% of the basic payment per hour.
- 4.5 The Shipping Articles shall specify, the number of working hours for the individual seafarer, any allowances which might be in addition to the agreed wage and under which circumstances;
- 4.6 Records of overtime work shall be maintained by the master, or a person assigned by the master, and shall be undersigned by the seafarer at no greater than monthly intervals.

**\*\*This Marine Notice supersedes  
Marine Notice 12.017\*\***

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