



Maritime Labour Convention, 2006

Declaration of the Maritime Labour Convention (MLC) - Part 1

(Note: This declaration must be attached to the ship's Maritime Labour Certificate)

Issued under the authority of

The Danish Maritime Authority

With respect to the provisions of the Maritime Labour Convention, 2006, the following referenced ship:

Name of ship	IMO number	Gross tonnage

is maintained in accordance with Regulation A5.1.3 of the Convention.

The undersigned declares, on behalf of the competent authority named above, that:

- the provisions of the Maritime Labour Convention are fully incorporated in the national requirements referred to below;
- these national requirements are contained in the national provisions referenced below; explanations concerning the content of those provisions are provided where necessary;
- the details of any substantial equivalencies under Article VI(3) and (4) are set out in the section for this purpose below;
- any exemptions granted by the competent authority in accordance with Section 3 are clearly indicated in the section for this purpose below; and
- reference is also made to any ship-type-specific requirements in national legislation under the relevant requirements.

1. Minimum age (Regulation 1.1)

Act on seafarers' employment conditions, etc., Section 4 on minimum rules

- The minimum age for a seafarer to work on a Danish ship is the one stipulated in the MLC, i.e. 16 years. To protect seafarers between the ages of 16 and 18, special rules have been laid down on rest periods, night work, etc.

Act on the crew of ships, Section 8 on ship's cooks

- Ship's cooks prescribed in the ship's crew must not be under 18 years of age.



Executive Order on seafarers' rest periods

Rules prohibiting night work, etc., for people under the age of 18

- A seafarer under 18 years of age must have a rest period of at least 12 hours within any 24-hour period. A seafarer under the age of 18 is not allowed to work between 8 pm and 6 am, and this period defines the concept of night. However, the master may require seafarers under the age of 18 to work when necessary for the safety of the ship,
- the immediate safety of persons on board or cargo, or to assist other ships or persons in distress at sea.
- For seafarers under 18 years of age who are on duty, the 12-hour rest period may be divided into a maximum of 2 periods, one of which must be at least 8 hours and fall between 8 pm and 6 am.
- However, the prohibition against night work does not apply if other placement is necessary as part of a vocational training programme, a maritime education programme approved by the Danish Maritime Authority or equivalent education and training of at least 2 year's duration leading to a professional qualification.

Executive Order on Notices from the Danish Maritime Authority A, technical regulations on the working environment on ships, Chapter I, Section B, Young people's work on ships

- Seafarers under the age of 18 must not perform work that is harmful to their health. Chapter I, Section B, contains a description of work that is considered harmful to the health of young seafarers. This applies, for example, to employment with certain technical aids.
- Young seafarers must not be exposed to noise or vibrations that could jeopardise their health. Furthermore, this includes employment in surroundings or work that, due to extremely high or extremely low temperatures, may jeopardise the safety of young seafarers. Such work is prohibited, and young seafarers shall not be engaged in or otherwise exposed to the effects of hazardous substances and materials, etc.
- However, a seafarer under the age of 18 is allowed to perform certain types of hazardous work to the extent necessary for the realisation of certain types of training. For work after completion of their training, the same exceptions apply to the extent that they are necessary for the young person's employment and provided that the young person is still under 18 years of age.

2. Medical certificate (Regulation 1.2)

Executive Order on medical examinations of seafarers and fishermen

- Seafarers serving on a ship must have a valid health certificate. The health certificate is issued to people who have undergone a medical examination in accordance with the provisions of the Executive Order on medical examinations of seafarers and fishermen, possibly with certain restrictions.
- Health certificates issued by a foreign authority that has implemented the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) and ratified the Maritime Labour Convention (MLC), are equivalent to health



certificates issued under the Executive Order on medical examinations of seafarers and fishermen.

- The Danish Maritime Authority determines the form and content of health certificates issued in Denmark.
The certificates are issued in both Danish and English based on a medical examination of the seafarer.
- In Denmark, the medical examination may only be carried out by the Danish Maritime Authority's designated maritime doctors who have been assigned a special maritime doctor number. An overview of maritime doctors can be found on [the Danish Maritime Authority's website | dma.dk](https://dma.dk). In Greenland, the examination can be performed by a duly qualified doctor.
- The maritime doctor uses the digital medical certificate form prescribed by the Danish Maritime Authority, which determines, among other things, the scope of the medical examination and whether the seafarer is fit for lookout.
- The medical doctor must send the result of the medical examination to the Danish Maritime Authority by use of a digital reporting system. Health certificates can be issued by automatic data processing based on the result of the medical examination.
- Seafarers aged 18 years and over must, at intervals of no more than two years, be deemed fit by medical examination for ship service, possibly with restrictions, and the health certificate is valid for 2 years from the date of the examination. Persons under the age of 18 must, at intervals of no more than one year, be deemed fit for ship service and thus have a validity of 1 year. The examining doctor can restrict the medical examination and thus the validity period of the health certificate. In the event of expiry of the health certificate's validity period during a voyage, the certificate remains valid until the first call at a port where the examination can take place without undue delay, but for a maximum of 3 months from the date of expiry.
- A seafarer who takes up duty on a ship shall make their medical certificate available to the master for the duration of the seafarer's duty on board.
- Appeal
The maritime doctor's decision that a seafarer is unfit for ship service or fit with restrictions, or unfit for lookout, and the resulting endorsement on the health certificate can be appealed in writing to the Appeals Board for Maritime Affairs, which represents, among other things, maritime medical knowledge. The Appeals Board is an independent Danish public authority. For decisions on the significance of vision and hearing for work on a ship, the Danish Maritime Authority is the appeals authority.

3. Seafarers' qualifications (Regulation 1.3)

Act on the crew of ships and the Act on maritime education

- Requirements for seafarers' qualifications are primarily regulated by the Act on the crew of ships and the Act on maritime education. A number of regulations have been issued under the two acts mentioned, and these regulations fully fulfil the requirements of Regulation 1.3. Denmark ratified the STCW Convention in 1981. Thus, ship officers in



possession of both Danish and foreign certificates of competency are certified in accordance with the STCW Convention, as amended. Similarly, for other seafarers, instruction on personal safety in accordance with the STCW Convention must be completed before commencing service on board.

4. Seafarers' employment agreements (Regulation 2.1)

Executive order on the shipping companies' obligation to enter into a written contract with the seafarer on terms and conditions of employment

- Prior to commencing service on board ships, a written employment contract shall be entered into between the seafarer and the shipping company or employer or the person who has taken the place of the shipping company or employer. The seafarer shall, before the employment contract is signed, have the opportunity to review it and seek advice on its terms and conditions.

Content of the employment contract

- The seafarer must be provided with a copy of the employment contract that is signed by the shipping company/employer or the person who has taken the shipping company or employer's place. There is no requirement to use a specific form for the seafarer's employment contract. The employment agreement can be sent to the employee digitally, provided that the agreement is accessible to the employee and that it can be stored and printed.
- The employment contract must contain information about all essential terms and conditions of the employment relationship as set out in the Executive Order, which is available in Danish and English on [the Danish Maritime Authority's website | dma.dk](http://dma.dk). When the seafarer or the employer terminates the employment relationship, the date of termination and the effective date of termination, as well as information on how the employment relationship has been terminated, shall be given in writing.
- For a range of information about the employment relationship, the shipping company's duty of disclosure is considered to be fulfilled if the employment agreement refers to laws, administrative provisions or collective agreements that apply to the circumstances in question.
- If a collective agreement represents all or part of the seafarer's employment agreement, the shipping company must ensure that a copy of this agreement is available on board. For ships sailing internationally, only those parts of the collective agreements that are subject to a port state inspection must be available in English.

A copy of the employment contract must be on board

- Before the ship's departure, the seafarer must bring or obtain a copy of their employment contract for the master, who shall keep it on board for the duration of the employee's service on board. The seafarer's signature must appear on the copy when it is submitted on board. For ships sailing internationally, a certificate of compliance must also be an English-language copy of a standard form used.



Act on seafarers' employment conditions, etc. section 74

- The master shall ensure that a copy of the Convention on seafarers' working conditions, the Act and the regulations issued pursuant to it are available on board in at least the working language and English, which must be accessible to seafarers.

Executive Order on maritime books

- Maritime books are issued in accordance with ILO Convention No. 108 on seafarers' national identity documents (1958) by the Danish Maritime Authority to persons with Danish citizenship who have turned 16.
- The master shall, upon request, confirm the employment relationship by endorsement in the seafarers' book or by other means, such as a special declaration (voyage duration declaration).
- A completed seafarers' book or a written statement from the master is considered sufficient record of the seafarer's employment to fulfil the rule in Standard A2.1, paragraph 1e.

Act on seafarers' employment conditions, Sections 5, 37, 47, etc., Rules on termination and dismissal

- Termination with notice
 - For able seafarers, the notice period is 7 days, unless otherwise agreed in the contract or stipulated in the collective agreement. The seafarer may have a shorter notice period than the shipping company, but not vice versa.
 - For ship officers, the notice period is generally 3 months if the officer is employed on an indefinite contract. However, the shipping company's notice cannot be less than one (1) month in the first year. If the officer is employed on a fixed-term contract, the notice period is typically shorter and usually either 1 month or 7 days. Just as for able seafarers, a shorter notice period cannot be agreed for the shipping company than for the officer.
- Resignation (one-sided termination of the contractual relationship without notice before the end of the employment period)
 - From the seafarer
The Act contains a number of rules that give the seafarer the right to terminate the employment relationship without notice (resignation). These are cases where the ship is, for example, unseaworthy, must call at a port with a malignant epidemic or no longer sails under the Danish flag. In each case, this requires the fulfilment of special conditions, which are described in detail in the individual rules of the act. This fulfils the rule in Standard A.2.1, paragraph 6.
 - From the shipping company
The act also contains rules that give the shipping company/master the right to terminate the seafarer's employment without notice in cases, for example, of in-



competence or if the seafarer commits gross misconduct by repeated disobedience, violent behaviour or drunkenness on board, etc. This fulfils the rule in Standard A.2.1, paragraph 6.

- The master is subject to special rules that fulfil the requirements of Standard A.2.1, paragraph 6.

5. The use of any authorised or certified or regulated private recruitment and placement services (Regulation 1.4)

Act on seafarers' employment conditions, Sections 8a-8e, Rules on recruitment and placement for seafarers and the Executive Order on the activities of private recruitment and placement services in Denmark

- Private recruitment and placement services for seafarers whose primary purpose is to recruit or arrange work for seafarers, or recruit or arrange work for a significant number of seafarers, may only operate in Denmark if they are certified to do so by the Danish Maritime Authority.
- Shipping companies using such Danish private recruitment and placement services must ensure that the services in question have a valid licence issued by the Danish Maritime Authority. The certificate is usually valid for 5 years.
- Shipping companies using private recruitment and placement services for seafarers in countries that have ratified the MLC or ILO Convention No. 179 on the recruitment and placement of seafarers (1996) must ensure that these services have a certificate or licence that documents that they operate in accordance with the requirements of that Convention.
- If the country in question does not issue such certificates or licences to private recruitment and placement services, shipping companies must obtain some other form of official confirmation that the services concerned are operated in accordance with the requirements of one of the aforementioned Conventions.
- Shipping companies who use private recruitment and placement services for seafarers in countries that have not ratified the MLC or ILO Convention No. 179, must be able to document that the services in question comply with the requirements for recruitment and placement services set out in the relevant conventions.
- The Danish Maritime Authority may authorise a shipping company to use a private recruitment and placement service for seafarers in a country that has not ratified the MLC or ILO Convention No. 179. The authorisation is granted for a limited period of time, usually 5 years.

6. Working hours or rest periods (Regulation 2.3)

*The MLC and EU law provide a choice between regulating seafarers' working hours or rest periods. Denmark has chosen to **only** regulate rest periods for seafarers.*



Executive Order on seafarers' rest periods

- Rest periods per day and per week
 - The seafarer must have at least 10 hours of rest periods in any 24-hour period, of which at least 6 hours must be consecutive. The 10 hours may be divided into a maximum of 2 rest periods, with a maximum of 14 hours between rest periods. Absence from work only counts as rest if it is at least 1 hour. The seafarers' total rest periods in a week must be at least 77 hours. This includes all rest periods.

- Deviations for registered collective agreements
 - For seafarers on watchkeeping duties or for seafarers whose work involves safety and pollution prevention duties on passenger ships on regular scheduled services within a pre-defined area, the rest period may be deviated from by collective agreement. These agreements must be approved by the Danish Maritime Authority. Approval is subject to the condition that the agreement contains compensatory measures. If the collective agreement is terminated or expires, the Danish Maritime Authority's authorisation also expires.

- Deviation in special cases
 - Seafarers on call shall be provided with a compensatory rest period if the normal rest period is interrupted as a result of the work and such interruption makes it impossible for the working day's rest period to be met without such compensation.
 - The total rest period in any 24-hour period for employees on call must be at least 10 hours. One of the rest periods must be at least 6 hours.
 - Muster, fire and rescue drills and other prescribed drills must be implemented in such a way as to minimise interference with seafarers' rest periods and does not cause fatigue. The total rest period for the seafarer in any 24-hour period, regardless of interruption, shall be at least 10 hours. One of the rest periods must be at least 6 hours.
 - Rest period rules can be deviated from in unforeseen emergency situations, such as when it is necessary for the immediate safety of the ship, persons on board or its cargo or to assist other ships or persons in distress at sea. The decision is made by the master and, as soon as practicable, the master shall ensure that the seafarer is given an adequate rest period.

- Shift schedules and rest period recording
 - An overview of each function on board and of the employees' working periods at sea and in port, including on-call duty periods for on-duty employees, shall be posted in an easily accessible place on board. The seafarer's rest periods must be continuous and be recorded on a special rest period form, which must be in the ship's working language and English. For ships where the working language is exclusively Danish, the rest period form must be in Danish only. The Danish



Maritime Authority has issued on-call and rest period forms in a standardised format. The forms can be found as an appendix in the Executive Order on rest periods. If a shipping company wants a different design, it must be approved by the Danish Maritime Authority. The rest period form must be kept in 2 copies.

- The master or a person authorised by the master and the seafarer shall sign the form every month. At appropriate intervals and at the end of the seafarer's service, the seafarer shall be provided with a signed copy of the rest period form. The ship's copy must be kept on board for 6 months after the end of the ship's service.
- The Danish Maritime Authority may authorise seafarers' rest period information to be recorded and stored on electronic media on board.

7. Manning of the ship (Regulation 2.7)

Act on the crew of ships

- The crew

- The Act on the crew of ships stipulates that every ship must have a master, and in addition, there must be the necessary crew for the safety of human life at sea.
- Passenger ships of any size, cargo ships of 20 gross tonnage and above, and cargo ships of less than 20 gross tonnage sailing internationally must carry a certificate issued by the Danish Maritime Authority containing a list of the crew. This list is issued taking into account IMO Resolution A.1047(27) on the manning of ships.
- The crew is determined for each individual ship, taking into account the type of ship, layout, equipment, use and voyage range, so that the size and composition of the crew makes it possible to cover all tasks of importance to the safety of the ship and persons on board, including
 - maintaining a safe bridge and machine watch,
 - operation and maintenance of rescue equipment,
 - operation and maintenance of accident control, fire extinguishing and communication equipment,
 - other maintenance and cleaning of a safety-related nature,
 - mooring tasks,
 - dietary care and health matters.
- Furthermore, when determining the crew, the following must be taken into account:
 - The watch duty on board,
 - shift operation,
 - the actual working hours of each crew group,
 - applicable rest period provisions and
 - use of general purpose crew.



- Complaints: Within a period of 4 weeks from the issuing the list of crew, the shipping company or seafarers' organisations have the opportunity to lodge a complaint about the crew appointment to the Appeals Board for Maritime Affairs, which makes the final administrative decision on the composition of the crew.

8. Living quarters (Regulation 3.1)

Executive Order on living quarters and leisure facilities on board merchant ships

- Living quarters
 - Requirements for living quarters are regulated through the Executive Order on living quarters and leisure facilities on merchant ships. The Executive Order applies to all merchant ships registered in Denmark and Greenland.
 - However, design requirements do not apply to ships built before 1 July 2018, which must instead comply with the corresponding provisions of Chapter II-3 of the Danish Maritime Authority's Notices B in force at the time the ship was built.
 - A ship is considered to be built on the date when the keel was laid or when it was at a similar stage of construction.
 - Executive Order on living quarters and leisure facilities on board merchant ships fully implements the requirements of MLC, Regulation 3.1.
- Exemptions and equivalences
 - Any exceptions or equivalent solutions to the Executive Order on living quarters and leisure facilities on merchant ships or previous regulations on living quarters must be documented on board so that compliance with the rules can be verified during an inspection in a way that is easy for the inspector to understand.

9. On-board leisure facilities (Regulation 3.1)

Executive Order on living quarters and leisure facilities on board merchant ships

Leisure facilities

- Requirements for living quarters are regulated through the Executive Order on living quarters and leisure facilities on merchant ships. The Executive Order applies to all merchant ships registered in Denmark and Greenland.
- However, design requirements do not apply to ships built before 1 July 2018, which must instead comply with the corresponding provisions of Chapter II-3 of the Notices from the Danish Maritime Authority B in force at the time the ship in question was built.
- A ship is considered to be built on the date when the keel was laid or when it was at a similar stage of construction.
- The Executive Order on living quarters and leisure facilities on merchant ships fully implements the requirements of MLC, Regulation 3.1.



Exemptions and equivalences

- Possible exceptions or equivalent solutions in relation to the Executive Order on living quarters and leisure facilities on merchant ships or previous provisions on living quarters shall be documented on board so that compliance with rules can be verified during an inspection in a way that is easy for the inspector.

10. Food and catering (Regulation 3.2)

Executive Order on food and drinking water, etc., on merchant ships

- The food must be prepared in such a way that there is the necessary content of proteins, fats and carbohydrates, as well as vitamins, minerals and salts. The food should be as varied as possible and be appetising. The food should be adapted to the climatic conditions. Fresh or frozen ingredients should be used as much as possible.
- Food must be prepared and served under proper hygienic conditions.
- The food should be divided into three main meals and one or more snacks.
- The food must be offered in such a way that everyone on board can be satisfied.
- The food must be adapted to the religious beliefs and cultural practices of seafarers.
- Drinking water must be of sufficient quality and available in sufficient quantity for the size of the crew on board.
- The food must be free of charge for the seafarer for the duration of the service period on board. However, it can be agreed between the parties that the right to free meals can be fulfilled by payment of a compensatory allowance when the seafarer does not sleep on board.

Executive Order on hygiene competencies for seafarers handling food on board ships

- A person who signs on in a position on a Danish merchant ship which involves them handling food on board must, if they do not have a certificate of competency as a ship's cook, be able to document competencies within checking of food handling procedures, including critical food handling procedures; Checkpoints and monitoring procedures, general microbiology, including foodborne illnesses, and hygiene principles, including cleaning, personal hygiene and food handling and storage.
- These competencies can either be acquired as part of an education programme or certificate programme in food hygiene, the content of which is determined by the Danish Veterinary and Food Administration, where a certificate of completion is obtained, or by training on board a ship for a minimum of seven days, which may include e-learning. The master of the ship is responsible for ensuring that persons who handle food on board have documentation of the competencies mentioned.

Act on the crew of ships

Executive Order on qualification requirements for cooks without a Danish certificate of competency as ship's cook to serve as ship's cook on merchant ships registered in the Danish International Ship Register



- A cook who is prescribed in a ship's crew must have a Danish certificate as a ship's cook. No one under the age of 18 may serve as a ship's cook.
- On ships registered in the Danish International Ship Register, a Danish certificate as a ship's cook is not required. Persons may serve in prescribed positions as ship's cook if they hold a valid endorsement certificate issued by the Danish Maritime Authority after a documented period of apprenticeship as a cook for 48 months, including at least 24 months on seagoing ships, or a valid endorsement certificate issued by the Danish Maritime Authority after documentation of satisfactory completion of a cook training programme with cook service on board a seagoing ship for at least 5 months after completion of the cook training programme and passing an examination set by the Danish Maritime Authority.
- Persons who, prior to the entry into force of the Act on the crew of ships, have been issued a certificate issued by the Danish Maritime Authority confirming that the holder can serve as a prescribed ship's cook, after documentation of an apprenticeship as a cook for 48 months, including at least 24 months on seagoing ships, or a satisfactory completion of a cook training programme with relevant content from a recognised school, supplemented with cook service on board a seagoing ship for at least 5 months, retain the right to work as a prescribed cook on Danish ships.

Storage of provisions, etc.

Executive Order on food and drinking water, etc., on merchant ships

- There must be suitable and sufficient storage space for provisions and refrigeration and freezer units for perishable foodstuffs.

Drinking water

Executive Order on food and drinking water, etc., on merchant ships, Sections 7 and 12

- All ships must have a system in place to ensure the quality of drinking water on board. Upon request, the ship must be able to provide valid analyses of drinking water according to the above system.

Cleaning and inspections

Executive Order on living quarters and leisure facilities on merchant ships, Section 35, and Executive Order on food and drinking water, etc., on merchant ships, Section 15

- Living quarters (including the galley) must be kept in a clean and tidy condition. Cleaning should be done daily. They may only be used for goods or supplies belonging to the person or persons for whom the room is intended.
- Living quarters must be disinfected as appropriate after any infectious disease on board.
- Living quarters in which vermin is found must be cleaned and disinfected immediately.
- The master or their authorised representative shall ensure, by frequent inspections, that the seafarers' living quarters are clean, fit for habitation and in a well-maintained condition, and that
 - 1) Food and drinking water supplies are sufficient,



- 2) Food and drinking water are stored without risk of health hazards to persons on board; and
- 3) Galley spaces, including furniture and equipment for food preparation, are in a condition that does not pose a health hazard to persons on board.

The results of such inspections shall be recorded and available for review.

11. Health and safety protection and accident prevention (Regulation 4.3)

The Maritime Safety Act

Executive Order on Notices from the Danish Maritime Authority A, technical regulation on the working environment on ships

Executive Order on safety work on merchant ships (Working environment on ships)

Act on the safety investigation of accidents at sea

- The Danish Working Environment Regulations apply to all work performed on board ships and stipulate that the obligations are incumbent on shipping companies, masters, supervisors and other persons working on board. The rules implement EU directives on the health and safety of workers at work, including pregnant workers, workers who have recently given birth or workers who are breastfeeding. The rules cover planning and organisation of work, performance of work, training and instruction, control of the working environment, general prevention principles and work environment impacts (physical, biological and chemical). Furthermore, there are special rules for young people working in ships, including certain types of work that young people under the age of 18 are not allowed to perform.
- The planning and organisation of the work requires a workplace assessment, which must be in written form to the extent that it is of particular importance to health and safety at work. The workplace assessment must, among other things, take into account the best possible prevention of accidents or occupational injuries.

Occupational accidents and injuries

- The master of every ship must report occupational accidents and cases of poisoning that have occurred on board the ship if the accident or poisoning has resulted in incapacity to work for 1 day or more beyond the day of injury, or that the injured person has been unable to perform their usual work for 1 day or more beyond the day of injury.

On-board safety organisation

- On merchant ships with a fixed crew of 5 or more, a safety organisation must be established.
- Members of a safety group must have completed a Danish Maritime Authority approved occupational health and safety course.
- Members of the safety organisation must work to resolve health and safety issues on board.



- The safety group must check that the working conditions and work are organised and carried out in a safe and healthy manner.

Merchant Navy Occupational Health and Welfare Council

- A Merchant Navy Occupational Health and Welfare Council and Merchant Navy Occupational Health and Safety Service have been established, which are tasked with promoting the health and safety of employees, both physically and mentally, and preventing occupational injuries, including occupational accidents, occupational diseases and attrition among employees on Danish merchant ships, and that support ship safety organisations. The Merchant Navy Occupational Health and Welfare Council's tasks include mapping and assessing the merchant fleet's health and safety issues in collaboration with the shipping company and the safety organisation, to make proposals for the improvement of health and safety conditions on merchant ships and to contribute to the collection and review of statistics on health and safety conditions on merchant ships. The Merchant Navy Occupational Health and Welfare Council is managed by a board of directors with equal representation of shipping companies and seafarers.

Accident investigation

Pursuant to the Act on the safety investigation of accidents at sea, a maritime accident investigation board has been set up, which investigates very serious accidents at sea. Other occupational accidents are investigated by the Danish Maritime Authority.

12. On-board medical treatment (Regulation 4.1)

Act on seafarers' employment conditions, etc., Section 27, the Executive Order on seafarers' right to care and the Executive Order on a special health insurance scheme for seafarers

- The rules collectively guarantee the seafarer free medical treatment, medicine, etc., during service on board and while in foreign ports. The special health insurance scheme for seafarers includes treatment services similar to those in Denmark, but adapted to the special conditions at sea. During service on board, the seafarer also has the option of financial reimbursement from the state for certain types of emergency dental treatment.

Executive Order on Notices from the Danish Maritime Authority A, technical regulations on the working environment in ships, Chapters A IX B, Examinations, treatment of illness and ship medicine.

Disease treatment, etc.

Executive Order on Notices from the Danish Maritime Authority A, technical regulation on the working environment on ships

- The rules on medical treatment and ship's medicine apply to seafarers on all ships with the exception of ships engaged on voyages of not more than half an hour's duration at



sea, tugs and other ships sailing in harbour areas. Similarly, the rules on occupational health and safety apply to all commercial work performed on board new and existing Danish ships.

- The rules ensure that, taking into account the ship's speed range, there is a ship's medicine chest on board with prescribed equipment, instructions and medicines, and that the master and one other seafarer must have completed medical practitioner training that fulfils the requirements of the STCW Convention, among other things.
- Medical treatment on board must be organised and carried out in accordance with the instructions in the medical book authorised by the Danish Maritime Authority.
- Through Radio Medical Denmark, professional assistance is provided 24 hours a day, free of charge to both Danish and foreign ships.
- The ship's medical records, which contain information about examinations, prescriptions from Radio Medical, treatment and dispensing of medicines, are confidential and are handed over to the seafarer upon disembarkation. A copy of the medical record is kept on board for one year, after which the copy must be destroyed.
- The Merchant Navy Occupational and Welfare Council publishes information and educational material on well-being, health prevention and accident prevention for seafarers.

Executive Order on the health service on ships

- A doctor must be on board if there are more than 100 persons on board and the ship is travelling internationally for more than three days.

Executive Order on the construction and equipment, etc., of ships, implementation of the international Convention for the Safety of Life at Sea (SOLAS), 1974 Order on the construction and equipment of ships, passenger ships, etc., on domestic voyages

Executive Order on living quarters and leisure facilities on board merchant ships

- Requirements for sick bays on board are regulated by Section 29 of the Executive Order on living quarters and leisure facilities on merchant ships.
- The rule on sick bays describes the requirements for a separate room when one is required.
- However, a treatment room (emergency room) may be provided instead of the sick bay, which must be suitably equipped, including a sink and emergency treatment room, when each crew member has their own sleeping room with a toilet and shower.

13 On-board complaint procedures (Regulation 5.1.5)

Executive Order on complaints on board Danish ships

- The shipping company is responsible for ensuring that written procedures are in place for handling employee complaints. The complaint procedure must state that complaints must be submitted to the seafarer's supervisor.
- The complaint procedure should ensure that the complaint is taken forward without undue delay, giving the employee a reasonable opportunity to take the complaint further.



- The established complaint procedure must include safeguards against the risk of persecution.
- The procedure shall at all times give the complainant the right to be accompanied or represented during the complaint procedure.
- All complaints and decisions regarding the complaints shall be recorded on board and a copy shall be given to the complainant.
- In addition to their employment contract, all employees must be provided with a copy of the procedures that apply to complaints on board the ship.

14. Payment of wages (Regulation 2.2)

Act on seafarers' employment conditions, Sections 19, 21-26, Rules on payment of wages to the seafarer

How much a seafarer should be paid in wages, what allowances should be paid and the adjustment of wages are not regulated by Danish law. It will normally be laid down in collective agreements between the labour market parties or in an individual agreement between the seafarer and the employer.

The seafarer's wages

- Seafarers are legally entitled to wages while working, and these are earned on an ongoing basis, although the amount of wages is usually set at a monthly rate.
- Wages are normally defined as basic wages and age allowance. Furthermore, there may be other types of allowances for special service or for particularly hard and burdensome work or similar.
- Wages and allowances must either be stated in the seafarer's employment contract or by reference to a collective agreement.
- The wages run from the date agreed by the parties, but no later than the date the seafarer joins the service on board or as otherwise stipulated in Section 21 of the Act.
- According to the Act, seafarers cannot be terminated in connection with piracy where the seafarer is held hostage.

Wage payment and monthly statement

- The seafarer's wages must be paid at intervals of no more than 1 month.
- The seafarer can only claim the earned wages in cash when the ship is in port and in the same country not more often than every 7 days.
- The cash payment can be requested in the local currency of the port where the ship is berthed, using the current exchange rate. The seafarer can also choose to have wages paid as a special instruction to the shipping company.
- According to the Act, the seafarer must be provided with a monthly statement of earned wages with allowances, paid wages and the exchange rate used as a basis if payment is made in a currency other than the agreed currency.



Transfer of the seafarer's wages

- According to the Act, a seafarer can demand payment of wages in the form of monthly instalments to a specific person. However, payment cannot be claimed after more than three simultaneous withdrawal slips. A seafarer can claim all or part of their wages to be transferred to one or more financial institutions in Denmark or abroad.

Prohibition on offsetting wages

- Without the consent of the seafarer, the Act provides that, in addition to such sums as the shipping company is required by special statutory provision to retain, deductions may only be made from wages for sums to cover liability for damage incurred by a seafarer in the course of their service. Deductions shall be made from wages paid to the seafarer rather than from wages paid by deduction, unless the seafarer decides otherwise.

15. Financial security for repatriation (Regulation 2.5)

Executive Order on insurance or other guarantee to cover the shipping companies' liability to seafarers and masters in the event of breach of the employment relationship.

- Parts of the claims covered by Regulation 2.5 are covered by the Act on the Employees' Guarantee Fund, which is a statutory scheme that covers masters and seafarers on Danish ships, provided that the general requirements of the Act are met. The fund's coverage applies regardless of whether the employer has paid the statutory contribution.
- Parts of the requirements covered by Standard A 2.5.2 are also covered by the following: Danish public social security schemes that cover masters and seafarers on Danish ships: the health insurance scheme for seafarers and the sickness benefit and the maternity benefit schemes for seafarers.
- The owner of a Danish ship must take out an insurance policy or provide other equivalent security that fulfils the requirements of Regulation 2.5, Standard A2.5.2. Claims covered by the Employees' Guarantee Fund or the above-mentioned public social security schemes may, however, be excluded from the insurance or other equivalent security.
- Proof of financial security in accordance with Regulation 2.5. is therefore, for Danish ships, partly a declaration from an insurance company or other guarantor that fulfils Annex A 2.1 of the Convention. If reservations are made in this declaration for claims covered by the Employees' Guarantee Fund or the above-mentioned social security schemes, the security schemes, declarations from the Employees' Guarantee Fund and The Danish Maritime Authority must also be brought on board the ship. The declarations are available in Danish and English on [the Danish Maritime Authority's website | dma.dk](http://dma.dk).

16. Financial security for shipping companies' liability (Regulation 4.2)

Executive Order on the posting of a declaration concerning the protection of seafarers and masters under the Act on occupational injury insurance



- Seafarers on Danish ships are covered by the Act on occupational injury insurance on an equal footing with persons working in Denmark.
- To confirm the protection of the seafarers and the master under the Act on occupational injury insurance, a declaration from Labour Market Insurance must be available to the seafarers on board the ship.

The declaration must be in the working language of the ship or in English. If the ship is sailing internationally, it must be in English or have an English translation attached. The declarations are available in Danish and English on [the Danish Maritime Authority's website | sfs.dk \(soefartsstyrelsen.dk\)](http://sfs.dk).

Name: _____

Title: _____

Signature: _____

Place: _____

Date: _____

(Seal or stamp of the authority, as appropriate)



Substantial equivalencies

The following substantial equivalencies are noted, as provided under Article VI, paragraphs 3 and 4, of the Convention, except where stated above, *(insert description if applicable)*:

No equivalency has been granted

Name: _____

Title: _____

Signature: _____

Place: _____

Date: _____

(Seal or stamp of the authority, as appropriate)

Exemptions

The following exemptions granted by the competent authority as provided in Title 3 of the Convention are noted:

No exemption has been granted

Name: _____

Title: _____

Signature: _____

Place: _____

Date: _____

(Seal or stamp of the authority, as appropriate)