



Office of the  
Deputy Commissioner of  
Maritime Affairs

# THE REPUBLIC OF LIBERIA

## LIBERIA MARITIME AUTHORITY

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**21 May 2026**

**Marine Advisory: 10/2026**

### **SUBJECT: Concentrated Inspection Campaign (CIC) on MLC – Seafarer Employment Agreements and Wage Compliance**

**Dear Shipowners, Ship Operators, Ship Managers, and Masters,**

#### **Background**

The Administration has identified recurring deficiencies related to Seafarer Employment Agreements (SEAs), wage payments, and financial transparency, which are core requirements under the Maritime Labour Convention (MLC, 2006, as amended).

Recent Port State Control (PSC) inspections have resulted in increased deficiencies and detentions associated with:

- Invalid or improperly executed SEAs
- Wage discrepancies and delayed payments
- Non-transparent payroll practices

This CIC aims to verify compliance with MLC Title 2 (Conditions of Employment) and ensure that seafarers' contractual and financial rights are fully protected.

#### **Key Risks**

Non-compliance with MLC requirements may result in:

- PSC deficiencies and vessel detention
- Financial penalties and reputational damage
- Crew complaints and potential legal claims
- Increased scrutiny from flag State and PSC regimes

#### **PSC Focus Areas**

During the CIC period, inspections will focus on:

- Validity and execution of Seafarer Employment Agreements (SEAs)
- Accuracy and timeliness of wage payments
- Transparency of pay slips and deductions
- Alignment with Collective Bargaining Agreements (CBA), where applicable
- Recordkeeping and seafarer acknowledgment

## **Preventive Measures for Ship Operators**

Shipowners and operators are advised to:

- Ensure all SEAs are valid, complete, and properly signed
- Implement payroll verification controls
- Maintain transparent wage accounting systems
- Conduct internal audits of wage compliance
- Address discrepancies proactively and document corrective actions

## **Immediate Actions Recommended**

All stakeholders should:

- Conduct an internal review using the CIC questionnaire below
- Rectify any inconsistencies prior to PSC inspections
- Ensure full documentation is available onboard
- Engage shore management in payroll oversight

## **Guidance to Inspectors**

Any “No” response should be supported with detailed remarks and evidence  
Serious deficiencies may warrant:

- Expanded inspection
- Notification to Flag Administration
- Requirement for immediate corrective action

## **References**

- Maritime Labour Convention (MLC), 2006 (as amended) – Title 2
- PSC Guidelines on MLC Inspections
- Applicable Collective Bargaining Agreements (CBA)

Please contact the Fleet Prevention Department at [prevention@liscr.com](mailto:prevention@liscr.com) or telephone +1 703 790 3434 for more information and/or additional guidance or if any of the responses is “No”.

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**Concentrated Inspection Campaign**

**Questionnaire for the 2026 CIC on MLC Compliance – SEAs and Wages**

<b>Vessel Name:</b>	
<b>IMO Number:</b>	
<b>Port:</b>	
<b>Date:</b>	

No.	Inspection Item	Verification / Evidence Required	Yes	No
1	Are all Seafarer Employment Agreements (SEAs) currently valid and cover the full period of service onboard?	<ul style="list-style-type: none"> <li>• Compare SEA validity vs. embarkation date</li> <li>• Verify contract expiry dates</li> <li>• Confirm extensions are formally signed</li> </ul>		
2	Are SEAs signed by both parties and dated prior to, or at the time of joining?	<ul style="list-style-type: none"> <li>• Signed SEA copies</li> <li>• No retrospective signing</li> <li>• Cross-check with crew list and sign-on records</li> </ul>		
3	Do wages paid fully match amounts stipulated in the SEA and applicable CBA?	<ul style="list-style-type: none"> <li>• Payroll records / bank transfers</li> <li>• Cross-check: basic wage, overtime rate &amp; hours, leave pay</li> <li>• Document explanation for discrepancies</li> </ul>		
4	Are all wage payments made at intervals not exceeding one month with no delays?	<ul style="list-style-type: none"> <li>• Review last 3 months of wage payments</li> <li>• Check for outstanding wages or complaints</li> <li>• Verify payment timelines</li> </ul>		
5	Are monthly wage accounts (payslips) provided and clearly itemized?	<ul style="list-style-type: none"> <li>• Payslips showing all components: wages, overtime, deductions, allotments</li> <li>• Evidence of seafarer acknowledgment (signature/electronic)</li> </ul>		
6	Are deductions compliant with SEA/CBA and properly authorized?	<ul style="list-style-type: none"> <li>• Verify deduction records</li> <li>• Check for:               <ul style="list-style-type: none"> <li>– Repatriation costs (if applicable)</li> </ul> </li> </ul>		

		<ul style="list-style-type: none"> <li>– Agency fees (generally prohibited)</li> <li>– Advances and allotments</li> <li>• Ensure no excessive/unjustified deductions</li> </ul>		
7	Are MLC financial security certificates for seafarer repatriation costs and liabilities valid?	<ul style="list-style-type: none"> <li>• Verify MLC blue card and certificate validity</li> </ul>		
8	Are sufficient drinking water and provisions available on board for the crew.	<ul style="list-style-type: none"> <li>• Verify crew is not charged for drinking water</li> <li>• Check for: <ul style="list-style-type: none"> <li>– Taps are operative and drains are not clogged</li> <li>– hot water availability for the crew</li> <li>– Check sufficient provision availability for the crew</li> </ul> </li> </ul>		