

 <p style="text-align: center;">The Republic of Palau Palau International Ship Registry <i>“A New Vision of Quality in Ship Registration Services”</i></p>	MN No. 12-017
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MARINE NOTICE 12-017 – PAYMENT OF WAGES

To: ALL SHIPOWNERS, MANAGERS, MASTERS, REGISTRATION OFFICERS AND
RECOGNIZED ORGANIZATIONS

Subject: PAYMENT OF WAGES

1. Purpose

- 1.1 This Notice provides information on the payment of wages to seafarers including the requirement for full and true accounting of wages to seafarers with regards to fixed salary plans and offshore based electronic accounting systems.

2. Applicability

- 2.1 This Marine Notice applies to all seafarers working onboard a Palau registered vessel to which the MLC 2006 is applicable.
- 2.2 Section 827 sub-paragraph (e) of Title 7 of the National Code allows the implementation of a fixed salary plan which establishes a practical, modern salary system that will ensure a regular monthly income while the officer/seafarer is on active service, as well as during leave periods, and at the same time simplify the accounting system by reducing the administrative workload on board the ship.

3. Fixed Salary Plans

- 3.1 For the purpose of the penalty provision in Section 827(e) of Title 7 of the National Code, it shall be deemed that no default has occurred under the following controlled circumstances:
 - a) There exists an offshore based account system which utilizes an electronic transfer of wage payments to perform the wage accounting function, provided that individual wage account slips are transmitted to the ship electronically for the officer/seafarer and mailed to the officer/seafarer’s mailing address by a specified date, and



- b) The officer/seafarer receives a shipboard transaction statement before signing off the ship, which shall be followed by a final wage account slip to the officer/seafarer's mailing address by a specified date in the month following the date on which the sign-off occurs.

4. Calculation of Payments:

- 4.1 For the purpose of calculating wages, the normal hours of work at sea and in port should not exceed eight hours per day;
- 4.2 for the purpose of calculating overtime, the number of normal hours should not exceed 48 hours per week,
- 4.3 the rate or rates of compensation for overtime, which should be agreed by collective agreement, but should not be less than one and one-quarter times the basic pay or wages per hour.
- 4.4 records of all overtime worked should be maintained by the master, or a person assigned by the master, and endorsed by the seafarer at no greater than monthly intervals.
- 4.5 the seafarers' employment agreement should specify clearly, where appropriate, the number of hours of work expected of the seafarer in return for this remuneration, and any additional allowances which might be due in addition to the consolidated wage, and in which circumstances;

5. Complaints

- 5.1 There shall be a system for allowing seafarers to complain on regards to wages not paid in accordance with the crew agreements including overtime pay.
- 5.2 Such complaints should be made to the Master in writing and the matter should be solved within 2 days, otherwise the Palau International Ship Registry shall be contacted together with the shipowner / operator in order to reach a solution.
- 5.3 These arrangements should be reflected as an addendum to the Articles of Agreement between the Master and Seafarers.

6. Contact

Any further information requests and inquiries concerning the subject for this notice Marine Notice should be directed to the Head Office of the Maritime Administrator, Republic of Palau. In order to obtain further information, contact information is provided below:



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The list of the last updated Republic of Palau Marine Notices may be found at: www.palaushipregistry.com

