



## CIRCULAR MCO – 013-2021

**DATE: SEPTEMBER 24<sup>th</sup>, 2021**  
**FROM: MCO HEAD OFFICE – TECHNICAL DEPARTMENT**  
**TO: SURVEYORS/ MANagements/ OWNERS/ OPERATORS**  
**SUBJECT: MARITIME LABOUR CONVENTION, 2006, AS AMENDED.**  
**EMPLOYMENT AGREEMENTS OF SEAFARERS**

Dear All:

By this means we would like to draw your attention to circular **MMC-262** regarding the minimum requirements that must be contained in the seafarer's employment agreement on board Panamanian Flag vessels.

All Seafarers Employment agreements shall contain the following information:

- Full name, date of birth and place of birth;
- Shipowners name and address;
- The place and date where the agreement is entered;
- Seafarers capacity employed;
- Wages;
- Annual leave amount;
- Conditions for the termination of the agreement;
- Health and social security protections benefits;
- Entitlement to repatriation;
- Maximum period of uninterrupted service before the right of repatriation;
- Collective Bargaining Agreement, if applicable;
- Hours of rest;
- Additional benefits;
- Ways to make payments; and
- Any other particular required by national laws.

The Seafarer's Employment Agreement will stay in effect while the seafarer is held captive on or off the ship due to piracy acts or armed robbery against the vessel, regardless the expiry date or notice from either party to suspend or terminate the agreement.

Note: **Circular MMC-262** attached for reference.

All related documents can be found on our website: <https://macosnar.com/> .

Should you have any further questions, please do not hesitate to contact us.

Best Regards,



**Eng. Gustavo A. Vaz B.**

*MCO HEAD OFFICE*

Technical Department

Phone: (507) 279-0145

email: [depto tecnico@macosnar.com](mailto:depto_tecnico@macosnar.com)

