



Technical Circular

No.: 011/2026

Date: 03rd June 2026

Subject: Liberian Maritime Authority - Concentrated Inspection Campaign (CIC) on MLC – Seafarer Employment Agreements and Wage Compliance.

1. Liberian Maritime Authority has informed regarding conduct of a Concentrated Inspection Campaign (CIC) on the MLC – Seafarer Employment Agreements and Wage Compliance vide Marine Advisory 10/2026.
2. The purpose of the Inspection Campaign is to verify compliance with MLC Title 2 (Conditions of Employment) and ensure that seafarers' contractual and financial rights are fully protected.
3. 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
4. As part of preparation for the CIC, Administration has advised the Shipowners/ Operators 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
5. A questionnaire is attached to the Marine Advisory 10/2026 to assist with the preparation of the vessel to successfully complete the inspection during the Concentrated Campaign.
6. Further, the Administration has recommended that following immediate actions be carried out by the Ship Owners/ Operators on board their vessels:
 - Conduct an internal review using the CIC questionnaire
 - Rectify any inconsistencies prior to PSC inspections
 - Ensure full documentation is available onboard
 - Engage shore management in payroll oversight

7. Ship Owners/ Operators and Masters of Liberian flagged ships are advised to be guided by above and ensure compliance.

Enclosure: Marine Advisory 10/2026

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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 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

Vessel Name:	
IMO Number:	
Port:	
Date:	

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

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