

Republic of the Marshall Islands

MARITIME ADMINISTRATOR

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MARINE SAFETY ADVISORY No. 34-20

To: Owners/Operators, Masters, Nautical Inspectors, Recognized Organizations

Subject: CADET WORKING HOURS AND TRAINING RECORDS

Date: 2 November 2020 (renewed 2 November 2023)

Port State Control (PSC) deficiencies are frequently being issued over cadet working hours or missing or unavailable training records. Cadets are seafarers and, therefore, must be covered under a seafarers' employment agreement (SEA) or a training agreement in lieu of a SEA (see Republic of the Marshall Islands (RMI) Marine Notice [2-011-33](#), Administrator's Determinations, page 19).

Most training agreements provide for a monthly lumpsum payment, a stipend. The agreements do not include overtime as do standard SEAs. Thus, it is understood that the cadets are to work normal hours. Normal working hours in port and at sea mean eight hours per day (see RMI Maritime Regulations ([MI-108](#)), §7.51.5a(1)).

The RMI Maritime Administrator (the "Administrator") has observed during flag State inspections that cadets are working overtime hours on re-occurring basis. This fact is also being picked up by PSC who are issuing Code 17s and require payment of overtime.

During a recent PSC inspection, records for an onboard training program were not available on board. In another case, PSC determined that a licensed Electro-Technical Officer (Reg. III/6 of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers) could not serve as cadet. The PSC officer issued deficiencies stating that the contracts needed to be changed per joining date and the wages paid per the Collective Bargaining Agreement scale.

The Administrator advises that cadets must either be covered under a SEA that includes overtime or adhere to normal working hours under a training agreement where overtime is not specified. In addition, documentation should be available onboard to show that the cadet training program is followed for the period that the cadet is on board.

This MSA is evaluated annually by the Administrator and expires one year after its issuance or renewal unless otherwise noted, superseded, or revoked.