Sophie Peacey  
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[www.gov.uk/mca](http://www.gov.uk/mca)  
19 March 2025

**Via Email**

**Shipowners, Operators and Managers**

**UK Flagged Ships and vessels operating in UK Territorial Waters**

**Applicable to the Maritime Labour Convention**

Dear colleagues,

**Post implementation review (PIR) of the Merchant Shipping (Maritime Labour Convention) (Hours of Work) Regulations 2018**

The Maritime and Coastguard Agency is required to conduct regular post implementation reviews of each statutory instrument made since 2010 and publish a report. The report must –

(a) set out the objectives intended to be achieved by the regulations,

(b) assess the extent to which those objectives are achieved,

(c) assess whether those objectives remain appropriate, and

(d) if those objectives remain appropriate, assess the extent to which they could be achieved in another way which involves less onerous regulatory provision.

It must also consider unintended consequences and review how other countries have implemented legislation on the same matter.

We therefore intend to use the Post Implementation Review of the Regulations to obtain evidence on the impact of the Regulations, both benefits and costs.

I attach a questionnaire at Annex 1 and would be grateful if you could complete it on behalf of your company or association, providing as much quantified information as you are able. You may complete the questionnaire as a Word document (sent as a separate attachment to this letter).

Please email Word responses to [mlc@mcga.gov.uk](mailto:mlc@mcga.gov.uk) or post to the address at the head of this letter, marking the envelope “Hours of Work PIR”, **by 11 April 2025.**

See Annex 2 for statements on Freedom of Information and Data Protection relating to this questionnaire.

Yours sincerely

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**Miss Sophie Peacey   
Living and Working Conditions Manager**

**Annex 1**

**Post Implementation Review (PIR) of the Merchant Shipping (Maritime Labour Convention) (Hours of Work) Regulations 2018**

Review of Provisions and Questionnaire

The listed provisions with link to the relevant regulation;

* [Regulation 6: Minimum hours of rest](https://www.legislation.gov.uk/uksi/2018/58/regulation/6)
* [Regulation 7: Authorised exceptions to minimum hours of rest](https://www.legislation.gov.uk/uksi/2018/58/regulation/7)
* [Regulation 8: Hours of rest requirement for MLC ships](https://www.legislation.gov.uk/uksi/2018/58/regulation/8)
* [Regulation 9: Posting up of table](https://www.legislation.gov.uk/uksi/2018/58/regulation/9)
* [Regulation 10: Requirement to post up table in relation to MLC ships](https://www.legislation.gov.uk/uksi/2018/58/regulation/10)
* [Regulation 11: Exception for emergencies](https://www.legislation.gov.uk/uksi/2018/58/regulation/11)
* [Regulation 12: Records](https://www.legislation.gov.uk/uksi/2018/58/regulation/12)
* [Regulation 13: Records requirement for MLC ships](https://www.legislation.gov.uk/uksi/2018/58/regulation/13)
* [Regulation 14: Power to require information](https://www.legislation.gov.uk/uksi/2018/58/regulation/14)
* [Regulation 15: Entitlement to annual and additional leave](https://www.legislation.gov.uk/uksi/2018/58/regulation/15)
* [Regulation 16: Annual leave requirement for MLC ships](https://www.legislation.gov.uk/uksi/2018/58/regulation/16)
* [Regulation 17: Shore leave](https://www.legislation.gov.uk/uksi/2018/58/regulation/17)
* [Regulation 18: Entitlements under other provisions](https://www.legislation.gov.uk/uksi/2018/58/regulation/18)
* [Regulation 19: Inspection of United Kingdom ships and non-MLC ships](https://www.legislation.gov.uk/uksi/2018/58/regulation/19)
* [Regulation 20: Inspection of MLC ships](https://www.legislation.gov.uk/uksi/2018/58/regulation/20)
* [Regulation 21: Detention of ships](https://www.legislation.gov.uk/uksi/2018/58/regulation/21)
* Detention provisions
* Enforcement provisions
* [Regulation 28: Restriction on contracting out](https://www.legislation.gov.uk/uksi/2018/58/regulation/28)

You are welcome to comment on any provisions of the Regulations or guidance in [MSN 1877 Amendment 2 MLC 2006, Hours of Work and Entitlement to Leave: application of the hours of work regulations 2018](https://www.gov.uk/government/publications/msn-1877-m-maritime-labour-convention-2006-hours-of-work-and-entitlement-to-leave), where the provisions for the regulations are also outlined in full.

**S.I 2018/58 MLC Hours of Work Regulations 2018 - PIR Questionnaire**

Q1. Overall, have the [Merchant Shipping (Maritime Labour Convention) (Hours of Work) Regulations 2018](https://www.legislation.gov.uk/uksi/2018/58/contents/made) had any impact on you, your work or your business area of operations, and if so, has the impact been beneficial or detrimental?

Q2. Have you had to employ any additional staff in order to comply with the regulations? If so, in what capacity? Please provide an estimate of the cost of this employment per year.

Q3.Have there been any other effects on your operations – e.g. timetabling, seasonal operations? If you can attribute these effects to any particular requirement (rather than the cumulative impact of all) please include your answer against the relevant questions below;

Q4. Do you have any issues to note or comments regarding Regulation 6: Minimum hours of rest? Please give your reasons.

Q5. Under Regulation 7: Authorised exceptions to minimum hours of rest, the MCA may authorise collective agreements or workforce agreements detailing exceptions to minimum hours of rest. Do you feel that the authorised exception process is enabling the flexibility for operations as intended and if not why not, with suggestions on what changes should be considered?

Q6. Do you have any issues to note or comments regarding Regulation 9 and 10 covering the requirement to posting up a table of work/rest hours? Please give your reasons.

Q7. How frequently is Regulation 11: Exception in emergencies is used in general operations? Please outline the practicalities faced in meeting this provision.

Q8. Do you have any issues to note or comments regarding Regulation 12 and 13 covering the records of hours of work and rest? Please give your reasons.

Q9. Do you have any issues to note or comments regarding Regulation 15, 16 and 17 covering entitlement to annual leave and shore leave. Please give your reasons.

Q10. Does [MSN 1877 Amendment 2](https://www.gov.uk/government/publications/msn-1877-m-maritime-labour-convention-2006-hours-of-work-and-entitlement-to-leave) provide the clarity and guidance to the regulations needed? And if not, please could you outline how and for which regulation/s there could be improvement.

**Please respond by 11th April 2025;** [**mlc@mcga.gov.uk**](mailto:mlc@mcga.gov.uk)

**MCA, Spring Place, Bay 2/17, 105 Commercial Road, Southampton, SO15 1EG**

**Annex 2**

**Freedom of Information**

Information provided in response to this consultation, including personal information, may be subject to publication or disclosure in accordance with the Freedom of Information Act 2000 (FOIA) or the Environmental Information Regulations 2004.

If you want the information that you provide to be treated as confidential, please be aware that, under the FOIA, there is a statutory Code of Practice with which public authorities must comply and which deals, amongst other things, with obligations of confidence.

In view of this it would be helpful if you could explain to us why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we will take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the Department/MCA.

The MCA will process your personal data in accordance with the data protection framework and, in the majority of circumstances, this will mean that your personal data will not be disclosed to third parties.

**Data Protection**

The MCA is carrying out this consultation to gather evidence to inform the development and implementation of policy and legislation under the enabling provisions of the Merchant Shipping Act 1995 Part IV Section(s) 85 and 86(4). This consultation and the processing of personal data that it entails is necessary for the exercise of our functions as a government department. If your answers contain information that allows you to be identified, under data protection law, the MCA, as an Executive Agency of the Department of Transport, will be the Controller of this information.

The MCA will use your contact details to send you information about the consultation, for example if we need to ask follow-up questions. You do not have to give us this personal information but if you do choose to provide it, it will not be used for any other purposes without your permission.

Details about how the MCA looks after personal data, your rights, how to complain, and how to contact our Data Protection Manager can be found on gov.uk at:

https://www.gov.uk/government/organisations/maritime-and-coastguard-agency/about/personal-information-charter

Your information will be kept securely on the MCA’s IT system and any written responses will be held in a secure file and cabinet and kept for up to five years, until a post-implementation review has been completed.

If you do not wish to remain on this list, please let us know at: [mlc@mcga.gov.uk](mailto:mlc@mcga.gov.uk)