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Shipping HR Essentials

The Equality Act - its sting and how to draw it

Seafarers recruited abroad may just have become much more expensive. Or have they?

As the Equality Act comes into force for seafarers, RMT is already actively pursuing higher pay rates for EEA seafarers serving on UK flag ships. But are current arrangements necessarily vulnerable?

If ships are manned effectively and competitively, it's worth exploring all the options and weighing up risks before making any fundamental change. Could there be ways to restructure current arrangements so that pay differentials can be maintained? Sometimes quite small changes may be all that is necessary.

Our FAQs will help you to get a feel for the options. [Click here](#) to request your free copy. As well as pay, the FAQs will also cover some more general Equality Act issues.

This is the first of our Essentials updates aimed specifically at HR professionals working in the shipping industry. We hope you find it useful. Any feedback would be welcomed, including any suggestions of other "hot" HR issues you are currently facing within this industry.

The Essentials:

The Equality Act 2010 (Work on Ships and Hovercraft) Regulations 2011 came into effect on 1 August 2011.

The regulations are designed to achieve pay parity for seafarers recruited from the EEA and designated states with those recruited in the UK.

Our FAQs will tell you more about the regulations, their implications and how their impact might be mitigated.