



The Neptune Declaration on Seafarer Wellbeing and Crew Change

Overcoming the Seafarer Crisis: Enabling Crew Changes and Repatriation

The Covid-19 pandemic has created an unprecedented crew change crisis which has led to hundreds of thousands of seafarers being impacted and in many instances left stranded on ships¹, beyond the expiry of their contracts. Despite significant efforts by international organizations, governments, industry associations, labor unions, NGOs and individual companies including the adoption on 1 December 2020 by the UN General Assembly of a resolution on *International cooperation to address challenges faced by seafarers as a result of the COVID-19 pandemic to support global supply chains*², the issue is still far from resolved.

This is not an acceptable way to treat seafarers, who are the frontline workers of the maritime industry carrying 90% of global trade. Fatigue after extended periods at sea has significant consequences on the physical and mental wellbeing of seafarers. It also increases the risk of maritime incidents and environmental disasters, and poses a wider threat to the integrity of global supply chains, which depend on safe and reliable maritime transport.

This is why a taskforce of stakeholders from across the maritime value chain has identified the following key issues preventing crew changes, that require urgent action:

- While high-quality health protocols have been adopted internationally, they have not been consistently implemented in practice. This has led authorities to perceive seafarers as a Covid-19 risk, which has limited the possibilities of crew changes.
- Implementing high-quality crew change protocols will reduce the economic risk of disrupted supply chains but will lead to increased short-term costs.
- The disruption of international air travel has reduced the number of flights, causing connectivity issues between major crew change hubs and major seafaring nations, which has complicated crew changeovers.

Taking action to deliver on our shared responsibility

We, the signatories to The Neptune Declaration on Seafarer Wellbeing and Crew Change, recognize that we have a shared responsibility to ensure that the current crew change crisis is resolved as soon as possible and to use the learnings from the crisis as an opportunity to build a more resilient maritime supply chain.

We believe that the most effective way of addressing the crew change challenge and building a more resilient maritime logistics chain, is by working together across the value chain with industry stakeholders, organizations and with governments to implement solutions that work in practice.

Therefore, we commit to take action to resolve the crew change crisis, based on our position and role in the value-chain, thereby ensuring the rights and wellbeing of the seafarers supporting global supply chains. We call on our peers and other stakeholders, in particular relevant government bodies, to join us in our efforts.

1 http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_755390/lang--en/index.htm

2 <https://www.undocs.org/en/A/75/L.37>

To make tangible improvements, the following actions should be implemented:

- **Recognize seafarers as key workers and give them priority access to Covid-19 vaccines**

Seafarers should be recognized as key workers by all governments in line with the UN General Assembly resolution adopted on 1 December 2020 and the transition of seafarers across borders should be facilitated based on internationally agreed, high-quality health protocols.

Governments and other stakeholders should work together with the maritime industry to ensure that seafarers, irrespective of their nationality, get priority access to Covid-19 vaccines alongside other key workers and health care professionals in recognition of their critical role in global supply chains and trade. This should include developing protocols that ensure vaccinations are correctly certified and effectively administered to seafarers as well as establishing a standardized format for health passes that contain tamper proof information about vaccination and testing status to facilitate crew changes.

- **Establish and implement gold standard health protocols based on existing best practice**

The maritime industry and governments should implement *The Recommended Framework of Protocols for ensuring safe ship crew changes and travel during the Coronavirus (COVID-19) pandemic*³ which has been recognized by the International Maritime Organization.

To minimize the risk of Covid-19, to build trust that crew changes can be carried out in a safe manner, and to ensure that the measures taken can be universally accepted, the implementation of the Framework of Protocols should be based on the highest practicable standards. The STAR Crew Change Protocols⁴, which are based on existing best practice, are thus recommended for industry-wide adoption.

- **Increase collaboration between ship operators and charterers to facilitate crew changes**

Facilitating crew changes based on high-quality health protocols is a shared responsibility which will create benefits for all by minimizing the risk of Covid-19 spread on vessels, minimizing the risk of disruptions to global supply chains, while contributing to maritime safety and the wellbeing of seafarers.

Ship owners and charterers should share relevant information transparently and collaborate to ensure that necessary crew changes can be carried out with the least impact possible in terms of cost and delays. The owner should provide the charterer with as much notice as possible on intended crew changes, while the charterer should make all reasonable efforts to accommodate crew changes including when the vessel has to make a reasonable deviation.

No charter contracts should contain clauses preventing necessary crew changes from being carried out, as the aggregate effect of such clauses could be a serious obstacle to the safe operation of maritime trade and the protection of the wellbeing and rights of seafarers.

By implementing high-quality health protocols, ship owners can reduce the risk of trade disruption due to Covid-19, which also creates benefits to charterers. These benefits should be reflected in chartering decisions to create incentives for shipowners to implement high-quality health protocols and be transparent about actions taken as well as costs incurred.

- **Ensure air connectivity between key maritime hubs for seafarers**

The aviation industry should work together with the maritime industry to ensure that airlift capacity is established between major crew changing hubs and seafaring nations.

Additionally, the aviation and maritime industries as well as governments – involving all relevant ministries and agencies – should work together to establish a universally accepted and harmonized framework of standards for the validation of trusted health data for seafarers to facilitate border crossing and ensure the long-term resilience of air connectivity.

3 <https://wwwcdn.imo.org/localresources/en/MediaCentre/HotTopics/Documents/COVID%20CL%204204%20adds/Circular%20Letter%20No.4204-Add.14%20-%20Coronavirus%20%28Covid-19%29%20-%20Recommended%20Framework%20of%20Protocols.pdf>

4 <http://www.globalmaritimeforum.org/content/2020/12/The-Neptune-Declaration-STAR-protocols.pdf>

Signatories

2020 Bulkers

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7SHIPPING

A

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Alassia NewShips Management

Alberta Shipmanagement

Asahi Shipping

Alfa Laval

Alfa Ship & Crew Management

Algeciras Bay Port Community (COMPORT)

Allmode Global

All-Ukrainian Association of Crewing Companies

Alma Maritime Group Corporation

ALP Maritime Services

Altera Infrastructure

Amazon Crew Services

AMCF - Agents Maritimes et Consignataires de France

American Express Global Business Travel

American Maritime Services

AMSOL - African Marine Solutions

Anchor SM (Singapore)

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Anglo-Eastern Univan Group

Anker Crew Insurance

Anosis Maritime

Anglo International Shipping Operations

Anthony Veder Group

APeopleBusiness

Apex Ship Management

Apollo Ship Management

APORMAR Seafarers Portuguese Agency

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ARGELAN SHIPS SERVICE

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Armateurs de France

Asahi Shipping

Ashley Chartering Limited

Asiatic/Atlantic Lloyd Group

ASP Crew Management Group

Assarmatori

Associated Steamship Agents

Association of German Shipmasters and Ship Officers

Association of Malaysia's Maritime Professionals/IKHTISAS KELAUTAN MALAYSIA (IKMAL)

Association of Marine Pilots Ireland

Atlantic Ship Management

Atlantska Plovidba

Atlas Marine Valves

Atlas Professionals

Atlas Sea Group

Atlas Ship Supply

ATPI Marine & Energy

Auerbach Schifffahrt

Australian Mariners' Welfare Society

Australian Seafarers' Welfare Council

AV Global Marine

Avance Gas Holding

AVB Ahrenkiel Vogemann Bolten

B

Bahri Ship Management

Bao-Island Enterprises

BAO-NYK Shipping

BBC Chartering

Belships Management (Singapore)

BEMAC Corporation

Ben Line Agencies

Berge Bulk

BHN Shipping Group

Bibby Marine

BIMCO

Black Sea Contractors

Blackbird Air Charter

Blue Ocean Marine and Offshore Solutions

Blue Planet Shipping

BMT

Bodrum Mariners Association

Boers Crew Services - a part of the BCS Group

Borealis Maritime

BOURBON

BP

Brentwood Communications

Bridgefort Crew Management

Briese Crew Management

Briese Schifffahrts

BTH Business Travel Hamburg

Bureau Veritas

Burmester & Vogel

Burnley Marine Services

BW Group

Signatories

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Camellia Line	CONFITARMA - Italian Shipowners' Association	Dynarep Shipping Consultants
Canarship	Contships Management	E
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Capital - Executive Ship Management	Cosmos Agency	Eagle Industry
Capital Gas Ship Management	CPO Containerschiffreederei	Eastern Pacific Shipping
Capital Ship Management	COSCO SHIPPING Lines	EDT Offshore Group
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Caravel Group	Crowley Maritime Corporation	Elettra
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Cargill Ocean Transportation	Cyprus Shipping Chamber	Emarat Maritime
Carisbrooke Shipping	Cyrus	Emirates Ship Investment Company
Celsius Shipping	D	EMS-Fehn-Group
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Charles Taylor Investment Management Company	Daikin MR Engineering	EP Resources
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Signatories

Fednav	Global Maritime Forum	Horizon Maritime Offshore
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Fleet Management	Grieg Maritime Group	Ibamari Shipbuilding
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G Travel	Hapag-Lloyd	International Association of Classification Societies (IACS)
G2 Ocean	HarpainGas	International Association of Geophysical Contractors (IAGC)
GAC	Harren & Partner	International Association of Ports and Harbours
GasLog	Hartmann Dry Cargo Germany	International Bunker Industry Association
Gazocean	Hartmann Gas Carriers Germany	International Chamber of Shipping
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Signatories

International Harbour Masters' Association	ITU Maritime Faculty Alumni Association (ITU Denizcilik Fakultesi Mezunlari Dernegi)	Lemissoler
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International Maritime Association of the Philippines (INTERMAP)	Japan Radio	Liberian Registry
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International Parcel Tankers Association	JCRS	Lindholm Shipping
International Seafarers' Welfare and Assistance Network (ISWAN)	Jebsen PTC	LLC Novikontas Kaliningrad
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International Ship-Owners Alliance of Canada (ISAC)	JIFMAR OFFSHORE SERVICES	Lloyd's Register Foundation
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Marine Underwriting Services	MK Centennial Maritime (Singapore)	Nippon Pusnes
MARINO Party-List	MM Marine	Nissen Kaiun
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Maritime Association of Shipowners, Shipmanagers & Agents	MOL LNG Transport (Europe)	Norden
Maritime Industry Australia	MOL LNG Transport (Asia)	Nordic Bulk Carriers
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Mastermind Shipmanagement	MSea Management	Norwegian Shipowners' Association
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OSM Maritime	Queensway Navigation	Sea Trade Holdings
OSPR - The Offshore Safe Professionals Register	Queensway Services	Sea Wellbeing
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Shipping Professional Network in Hamburg	Stolt Tankers	The Shipping Corporation of India
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Shunzan Kaiun	Subsea Global Solutions	The Standard Club
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Stealth Maritime	Tata NYK Shipping	Transocean Shipmanagement (Phils)
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Stella Maris - Catholic Diocese of Beaumont, Texas USA	Teekay Group	Tsuneishi shipbuilding
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Stella Maris Kaohsiung	The Dow Chemical Company	Turkish Chamber of Shipping
STELLA MARIS Rio de Janeiro	The International Propeller Club of the United States, Port of Piraeus	Turkish Maritime Federation
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Turkish Shipowners' Association

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U

U Ming Marine Transport

UK Chamber of Shipping

UK Club

Ultranav

Uni- Tankers

Unibaltic Shipping

Unicrew Management

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Unilever

Unisea Philippines

Unisea Shipping

Uniteam Marine Limited

United European Car Carriers

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Unitized Ocean Transport Limited

Ushio Reinetsu

Utkilen

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Van Weelde Shipping Group

Vanmar Shipping

VENLYS Maritime Specialisation
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World Marine Offshore

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YANMAR POWER TECHNOLOGY

YDK Technologies

Yieldstreet Marine

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ZIM Integrated Shipping Services

Z-Mariner

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