

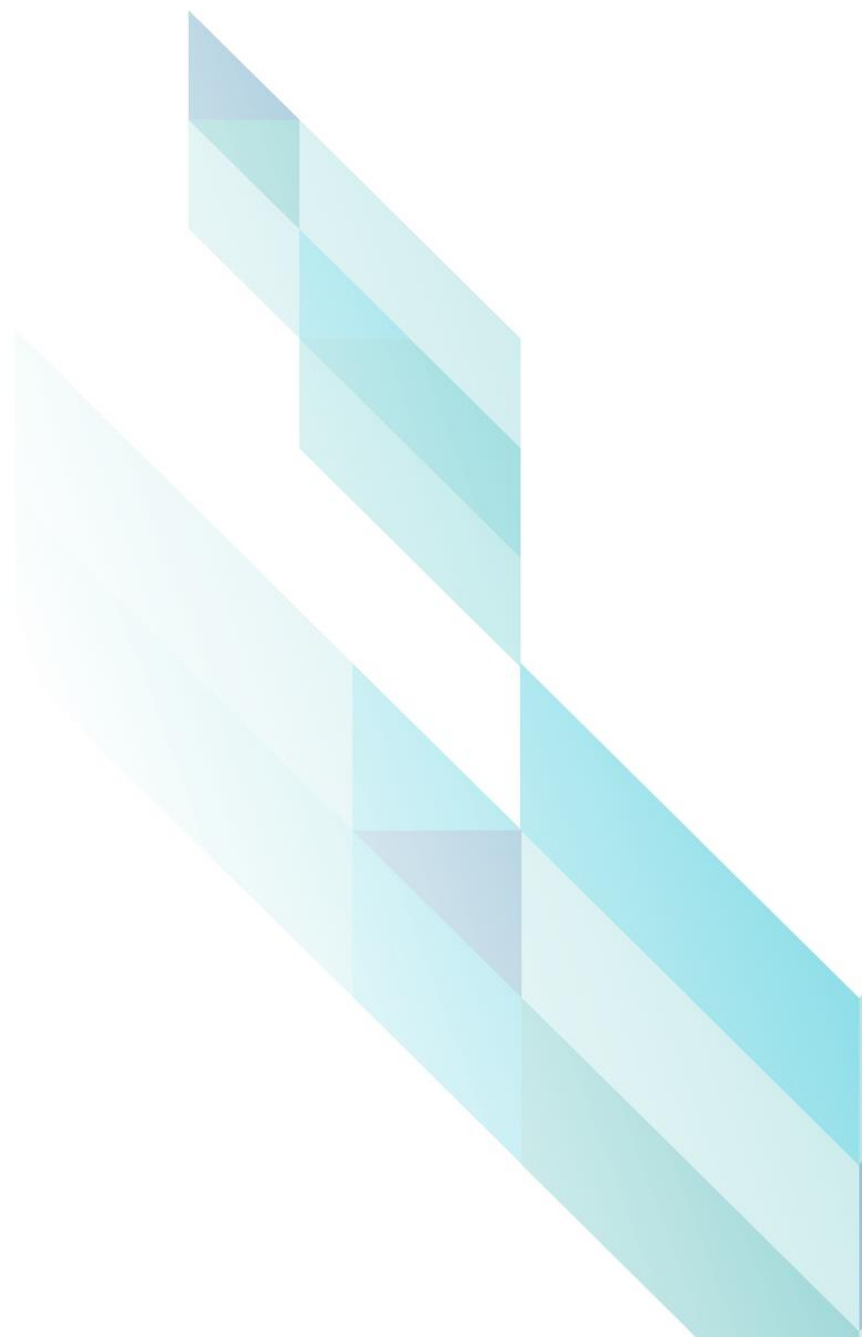


**Australian Government**

**Australian Maritime Safety Authority**

# Maritime Labour Convention Annual Report

2024





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## Overview

The Australian Maritime Safety Authority (AMSA) is pleased to present the 2024 Australian Maritime Labour Convention, 2006 (MLC) annual report.

This report aims to present findings on key MLC data in Australian waters. It presents an analysis of MLC complaints, compliance and follow-up actions undertaken by AMSA in Australia for 2024.

The information in this report will be used to inform the 2025-2026 National Compliance Plan. Every year AMSA undertakes a range of planned and responsive activities to keep people safe and to protect the marine environment which is outlined in the National Compliance Plan.

## Application of the MLC

The MLC applies<sup>1</sup> to all commercial vessels<sup>2</sup> whether publicly or privately owned. It does not apply to fishing vessels, vessels of traditional build (such as dhows and junks), warships or naval auxiliaries or vessels not ordinarily engaged in commercial activities.

A list of the 108 member states that have ratified the convention after 20 August 2013 is available on the International Labour Organization (ILO) [website](#).

## Australia's obligation under the MLC

In Australia, the MLC is implemented primarily through the *Navigation Act 2012*<sup>3</sup> and delegated legislation such as [Marine Order 11 \(Living and working conditions on vessels\) 2024](#).

AMSA verifies compliance with the MLC by:

- Responding to MLC complaints received from seafarers engaged on vessels in, or coming into, Australian ports.
- Conducting port State control inspections of vessels coming into Australian ports and flag State inspections of Australian vessels irrespective of their location.
- Requiring regulated Australian vessels to be certified in accordance with the MLC, as given effect by [Marine Order 11 \(Living and working conditions on vessels\) 2024](#).
- Registering seafarer recruitment and placement services operating in Australia
- Taking a leading role in supporting seafarer welfare through the [Australian Seafarers' Welfare Council](#).

AMSA continues to do its part to ensure seafarers on vessels visiting Australian ports are being afforded the requirements under the MLC.

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<sup>1</sup> Article II.4 of the MLC

<sup>2</sup>Article II.1(i) of the MLC ( Derivations of the word 'vessel' are used by AMSA interchangeably with derivations of the word 'ship', as in [IMO](#), [ILO](#), Australian legislation, and other relevant documents. Note: domestic commercial vessels are subject to other provisions.)

<sup>3</sup> Note the requirements of the MLC are met through various legislative instruments not limited to the Navigation Act.



# The Australian Seafarers’ Welfare Council

The MLC requires signatory countries to establish welfare boards at the port, regional and national level to support seafarer welfare. In Australia, the Australian Seafarer Welfare Council (ASWC) was established to ensure there is a continuous national approach in the provision of welfare services for seafarers visiting Australian ports. ASWC consists of members from national organisations that contribute to the welfare of seafarers.

ASWC works closely with the Port Welfare Committees (PWCs), which serve as the regional bodies dedicated to providing direct, on-the-ground support to seafarers. The PWCs are local state-based organizations that work within specific ports across Australia. They are made up of various stakeholders, including port authorities, shipping companies, unions, welfare organizations, and community groups. By collaborating with the Port Welfare Committees, ASWC helps coordinate efforts to create a network of support to ensure seafarer welfare and safety when visiting Australian ports. ASWC meets three times a year and AMSA plays a leadership (chair and secretariat) role in the work that ASWC aims to achieve, namely to:

- Provide leadership in the implementation of Australia’s obligations to seafarers under the MLC
- Assist in the establishment of a national network of seafarer support arrangements
- Promote, encourage, and support the delivery of seafarer welfare services at Australian ports.

These aims are encompassed by ASWC’s strategic goals and progressed against these goals for 2024 as listed in Table 1 below.

**Table 1:** Progress against the ASWC strategic goals for 2024.

Strategic Goals	What we will do	Activities in 2024
<b>Provide leadership in the implementation of Australia's obligations to seafarers under the MLC</b>	Promote awareness for ASWC, its role and vision	In 2024 AMSA re-issued a <a href="#">Marine Notice</a> reminding companies, owners and masters the importance of providing shore leave to seafarers visiting Australian ports as required under the MLC.
	Promote awareness and supports seafarer welfare	
	Maintain contact with, and membership of, the International Seafarers' Welfare Assistance Network (ISWAN)	
		AMSA and Maritime New Zealand (MNZ) continue to work collaboratively on seafarer welfare matters. AMSA assisted and provided advice to MNZ on its newly established New Zealand Welfare Council and since February 2024, MNZ have been invited to attend ASWC meetings and Port Welfare Committee (PWC) forums.



Strategic Goals	What we will do	Activities in 2024
		<p>Mission to Seafarer organised a seafarer welfare conference held in Fremantle to enhance collaboration among stakeholders to prioritise seafarers' wellbeing and increase awareness of the challenges faced by seafarers.</p> <p>AMSA published a <a href="#">safety bulletin on conditions of employment</a> which focuses on the importance of owners and operators complying with the MLC requirements and seafarers' work agreements.</p> <p>AMSA published the <a href="#">2023 Australian Maritime Labour Convention, 2006 (MLC) annual report</a> which provides insights and data into MLC trends across 2023.</p>
<b>Assist in the establishment of a national network of seafarer support arrangements</b>	<p>Encourage, support and guide the establishment of Port Welfare Committees (PWCs)</p> <p>Facilitate and promote a network of communication and cooperation between Port Welfare Committees.</p>	<p>In 2024 ASWC continued to facilitate and promote engagement between ASWC and PWCs. There are now 18 PWCs located in major ports around Australia.</p> <p>Between March 2024 and October 2024, AMSA launched a Seafarer Port Welfare Survey with the aim to better understand the welfare needs of seafarers arriving in Australian ports. The survey was promoted on the ASWC website and social media. Initial findings indicated that seafarers are generally satisfied with the welfare services, but response rate was low. To gain a higher response rate ASWC is exploring alternate approaches to re-distribute the survey with input from the PWCs.</p>



Strategic Goals	What we will do	Activities in 2024
		<p>In November 2024 AMSA chaired the annual PWC Forum where representatives from each PWCs, ASWC members and invited guests, such as Ports Australia, discussed and shared issues and insights regarding the operation of their respective PWCs at a national level. The Department of Infrastructure, Transport, Regional Development, Communications and the Arts will continue to work with PWCs towards finding the right representation on their committees.</p>
<p><b>Promote, encourage, and support the delivery of seafarer welfare services at Australian ports</b></p>	<p>Identify seafarer needs and future welfare requirements in line with shipping and crew trends</p> <p>Promote the need for seafarers to be treated as valued and respected members of our port communities</p> <p>Assist in investigating ongoing funding opportunities that may assist in providing sustainable seafarer welfare services</p>	<p>ASWC continues to work with the Department of Infrastructure, Transport, Regional Development, Communications, and the Arts to ensure a sustainable approach to shore-based seafarer welfare services. Work is being undertaken through engagement with the PWCs and welfare service providers as well as shipping lines and port authorities to increase the visibility of seafarer welfare services provided in ports.</p> <p>AMSA sponsored the Mission to Seafarers (MtS) Seafarer Welfare Conference in Fremantle as well as the MtS Sydney Annual Luncheon.</p> <p>AMSA and the DITRDC co-sponsored the Daily Cargo News (DCN) Australian Shipping &amp; Maritime Industry Seafarer Welfare award which was awarded to Captain Philip Holiday (who was the Port Authority of NSW CEO during the award presentation). He led</p>



Strategic Goals	What we will do	Activities in 2024
		the creation of the five-year, \$2.5 million Seafarer Welfare Fund initiative (a joint initiative between the Port Authority of NSW, NSW Ports and the Port of Newcastle) to support seafarer welfare services in NSW.



Image: Wayne Cooper, AMSA, (left) and Philip Holliday, Port Authority of NSW (right) at the Daily Cargo News 2024 Australian Shipping and Maritime Industry Awards.





## Seafarer welfare campaigns

Every year AMSA undertakes a range of planned compliance and educational activities outlined in the AMSA [National Compliance Plan](#). As part of the National Compliance Plan, AMSA continues to ensure seafarers on vessels visiting Australian ports were, and are, being afforded the requirements under the MLC.

## Guidance and publications

### MARINE NOTICES

A [Marine Notice](#) emphasising the requirement for shipowners and operators to provide shore leave for seafarers visiting Australian ports has been republished. Further guidance on the maximum continuous period a seafarer can serve on board a vessel without taking leave is also available on the AMSA [website](#).

### MARITIME SAFETY AWARENESS BULLETINS

AMSA published two Maritime Safety Awareness Bulletin in 2024. The [Maritime Safety Awareness Bulletin](#) on conditions of employment was published in March 2024. The bulletin highlighted the importance of owners and operators complying with the MLC requirements and adhering to seafarers' work agreements to ensure healthy, safe, and secure work environments.

The [Maritime Safety Awareness Bulletin](#) published in September 2024 focused on the importance of identifying, addressing and managing maintenance-related risks as part of your vessel's safety management system to ensure safe vessel operations.

### UPDATES TO MARINE ORDER 11

The new [Marine Order 11 \(Living and working conditions on vessels\)](#) entered into force on 23 December 2024. The amendments to the Marine Order gives effect to the 2022 amendments to the MLC and makes provision to:

- Ensure seafarers are fully informed of their rights.
- Clarify adequacy of insurance coverage to compensate seafarers for monetary loss.
- Clarify financial security requirements, including identifying the registered owner when they differ from the shipowner.
- Ensure the financial security to provide for repatriation of seafarers is sufficiently established, particularly in cases of abandonment.
- Provide social connectivity onboard.
- Guarantee access to quality free drinking water and nutritious meals.
- Enable prompt medical disembarkation and access to facilities.
- Supply appropriately sized personal protective equipment.

These changes reflect amendments made to the MLC which were approved and adopted by the International Labour Organisation on 6 June 2022.

Another important amendment to the MLC which was initiated by Australia is for reports of seafarer deaths at sea by flag States to be made available to the ILO for inclusion in a global register.





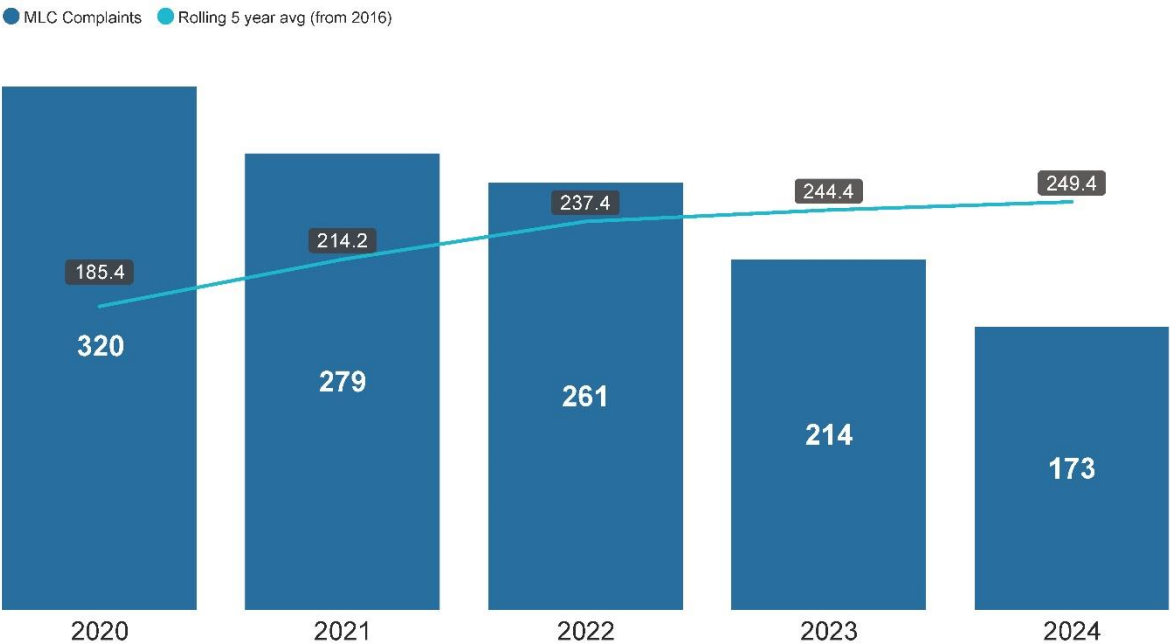
# MLC - Complaints data 2020-2024

## MLC complaints

The MLC requires all vessels to establish an onboard complaints procedure that provides seafarers with the opportunity to make complaints without concern or repercussion. The MLC also has provisions which gives rights to seafarers to make a complaint to the relevant flag or port State authorities when they believe that their living and/or working conditions on board are below standard.

AMSA has received and processed a total of 2102 MLC complaints since the implementation of the MLC in August 2013.

In 2024, AMSA received 173 complaints<sup>4</sup> representing a 19.16 per cent decrease on the number received in 2023 (214). The number of complaints has continued to decline from the peak of 320 in 2020, likely influenced by the COVID-19 pandemic. However, the rolling 5-year average remains consistent.



**Figure 1:** MLC complaints received by year

[Image description](#)

<sup>4</sup> The 2024 data include three complaints received from three regulated Australian vessels (RAVs). Two of the received complaints originated from the same complainant, however, they relate to two vessels within the same fleet. The complaints received were under MLC Title 2, 3 and 4.

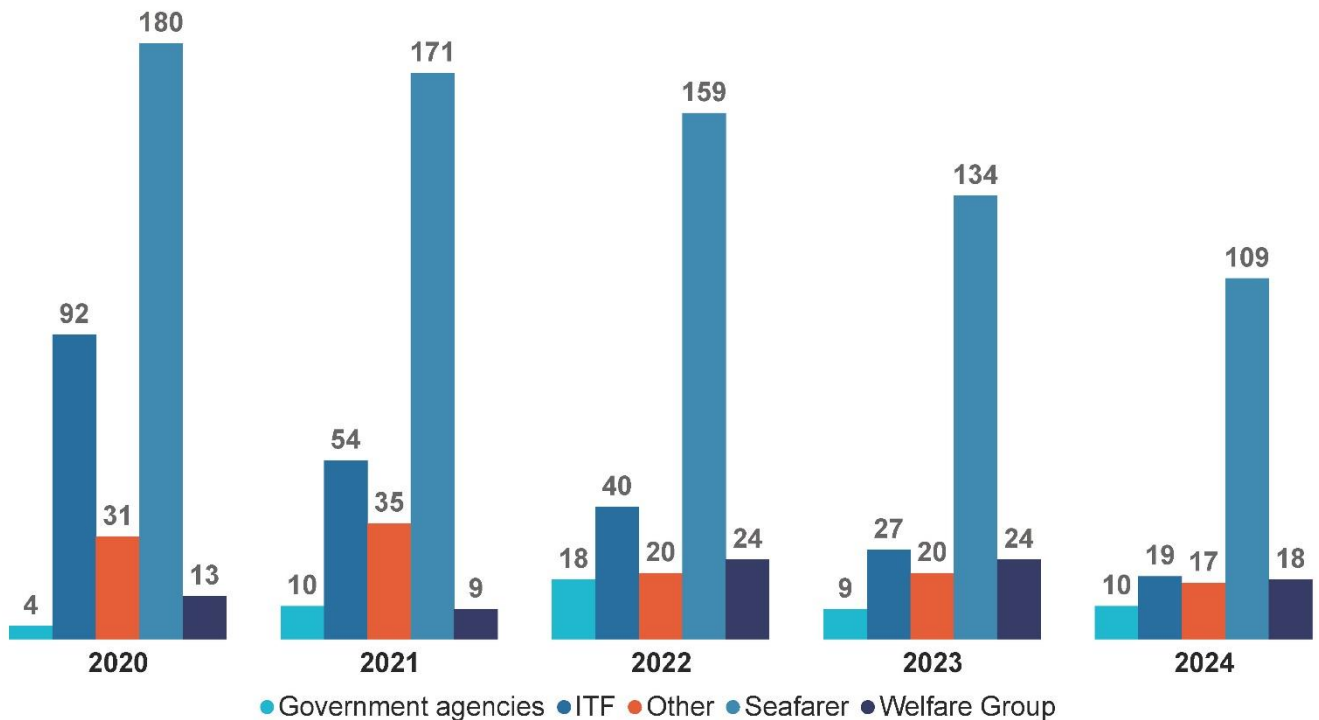


## Source of complaints

Most of the complaints originated directly from seafarers. This is consistent with previous years. This is likely an indication of the increased awareness of seafarers’ rights under the MLC and the reputation Australia has on MLC matters. Seafarers are therefore more confident that their concerns are taken seriously and treated confidentially when in Australia.

**Table 2:** Source of complaints 2020-2024

Source	2020	2021	2022	2023	2024
Seafarer	180	171	159	134	109
ITF	92	54	40	27	19
Welfare group	13	9	24	24	18
Government agencies	4	10	18	9	10
Other <sup>5</sup>	31	35	20	20	17



**Figure 2:** Breakdown of the source of complaints 2020-2024

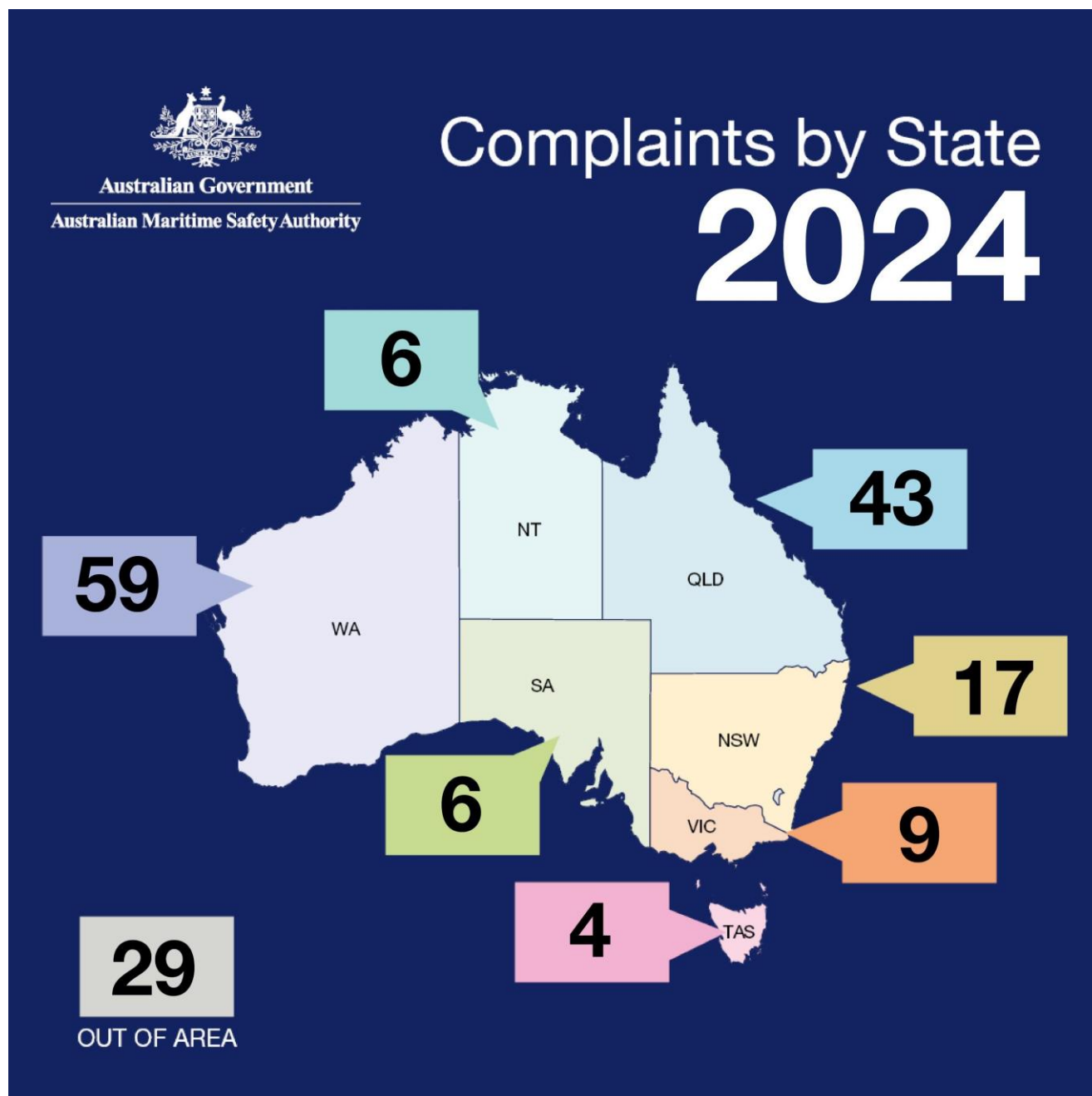
[Image description](#)

<sup>5</sup> ‘Other’ includes complaints received from family or friends of affected seafarers.



## Breakdown of complaints by State

Figure 3 shows complaints received broken down by the Australian state or territory in which the vessel arrived in 2024. Western Australia (34.1 per cent) and Queensland (24.9 per cent) represented the highest number of complaints. This reflects the number of vessel arrivals in 2024, with Western Australia and Queensland continuing to represent the majority of vessel arrivals.



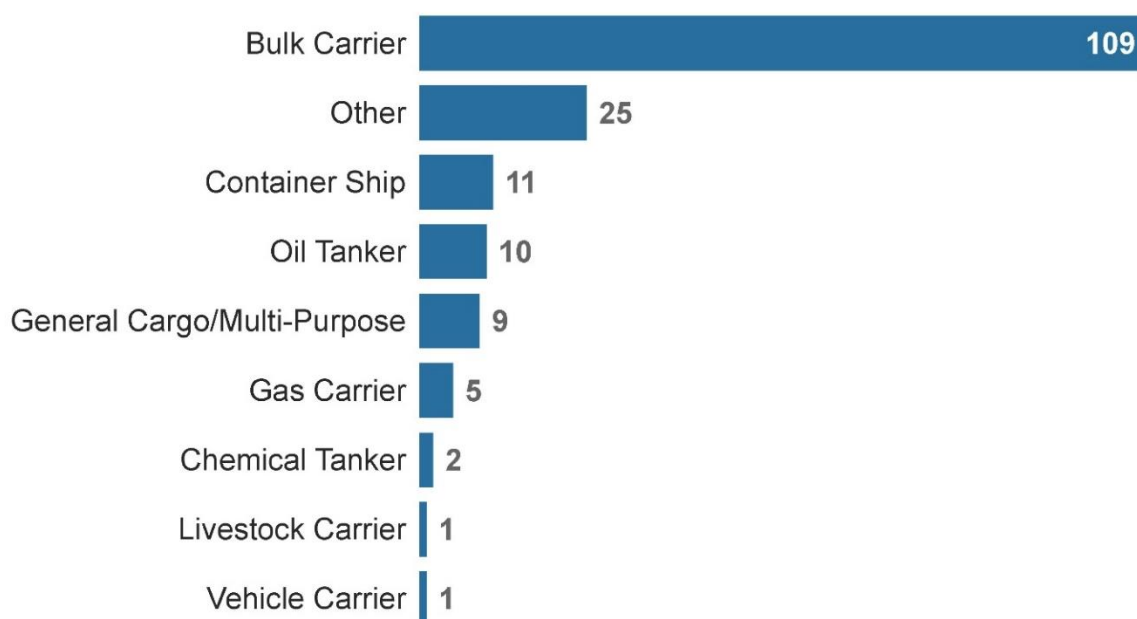
**Figure 3** Number of complaints received by State for 2024

[Image description](#)



## Breakdown of complaints by vessel type

In 2024, 62.4 per cent of complaints received were from seafarers engaged on bulk carriers. This is a 3.5 per cent increase from the 2023 complaints. Bulk carriers accounted for 49.7 per cent of all arrivals and 54.1 per cent of initial port State control (PSC) inspections<sup>6</sup>. Table 3 shows the breakdown of complaints by vessel type when unique arrivals for each vessel type is taken into consideration, which provides a better reflection of the complaint rate of vessel types. Livestock, container and general cargo/multi-purpose make up the top 3 complaints by vessel type.



**Figure 4:** Breakdown of 2024 complaints by vessel type

[Image description](#)

**Table 3:** Percentage of MLC complaints by vessel type as a proportion of the unique arrivals for each vessel type

Vessel type	2020	2021	2022	2023	2024
<b>Bulk carrier</b>	5.4%	4.5%	4.1%	3.1%	2.8%
<b>Chemical tanker</b>	3%	5.3%	2.3%	2.8%	2.3%
<b>Container ship</b>	13%	6.5%	9.2%	7.8%	3.4%
<b>Gas carrier</b>	4.9%	4.6%	3.5%	2%	1.9%
<b>General cargo/multi-purpose</b>	3.6%	4.9%	4.5%	3.6%	2.9%
<b>Livestock carrier</b>	12.5%	14.8%	4.2%	0	4.8%
<b>Oil tanker</b>	2.8%	2.3%	4.2%	3.2%	2.1%

<sup>6</sup> Further information on AMSA's PSC activities is available in the [2024 AMSA Annual Inspections report](#).

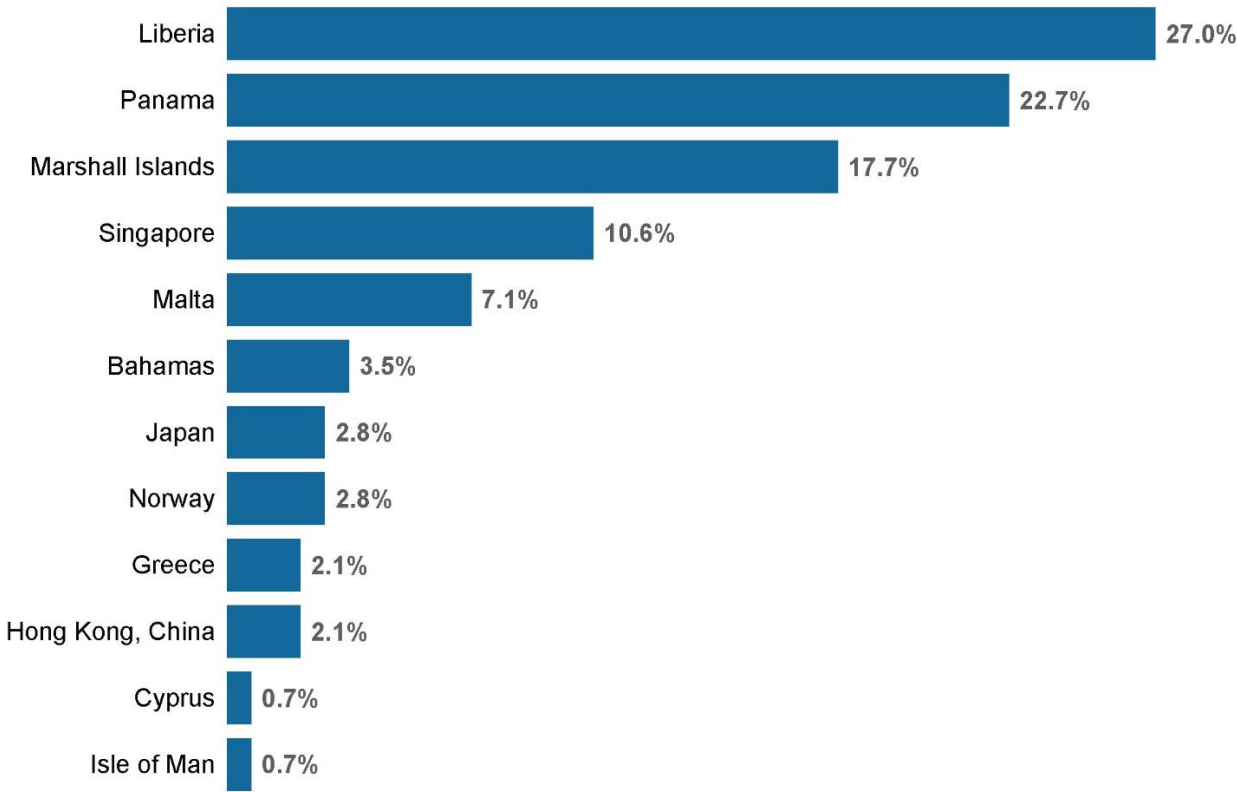


Vessel type	2020	2021	2022	2023	2024
Vehicle carrier	1.6%	1.4%	1.7%	3%	0.4%
Other	2.5%	4.5%	5.3%	4.6%	5.9%

## Breakdown of complaints by flag State

Figure 5 shows the distribution of complaints received from foreign flagged vessels by flag State for 2024. Figure 6 shows the distribution of complaints when the number of port arrivals for each flag state is taken into consideration<sup>7</sup>. The top 5 flag States are Malta, Marshall Islands, Liberia, Greece and Panama.

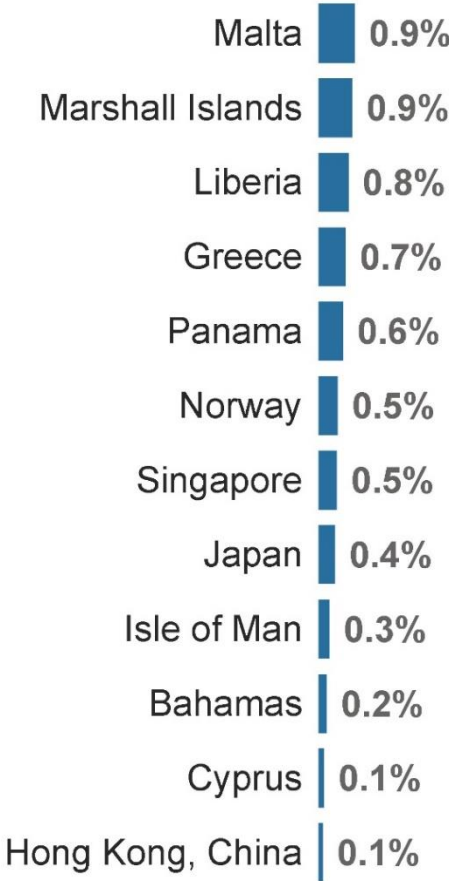
The flag States in Figure 5 and 6 accounted for 72.8 per cent of foreign flagged port arrivals in Australia and represented 78.6 per cent of complaints received from foreign flagged vessels in 2024.



**Figure 5:** Data showing percent of complaints received by flag State for 2024

[Image description](#)

<sup>7</sup> Normalising the data by port arrivals provides for a better reflection of the complaint rate of vessels from different flag States.



**Figure 6:** Data showing percent of complaints received as a proportion to port arrivals for each flag State for 2024

[Image description](#)



## Breakdown of complaints by MLC Titles

The main body of the MLC (the regulations and the code) is grouped into five main titles with complaints data coded accordingly.

**Title 1** – Minimum requirements for seafarers to work on vessels

**Title 2** – Conditions of employment

**Title 3** – Accommodation, recreational facilities, food and catering

**Title 4** – Health protection, medical care, welfare, and social security protection (including bullying and harassment)

**Title 5** – Compliance and enforcement

Table 4 shows that complaints on Title 2 of the MLC - *Conditions of employment* continue to make up the majority of MLC complaints received. Title 2 covers seafarer employment agreements (SEAs), wages, hours of work and rest, entitlement to leave, repatriation, and crewing<sup>8</sup> levels. This is followed by Title 4 (Health Protection, medical care, welfare, and social security protection, including bullying and harassment). Numbers remain consistent across the years. AMSA will continue to monitor these trends and ensure compliance with the MLC is upheld by vessels visiting Australian ports.

**Table 4:** Breakdown of MLC complaints by title<sup>9</sup> 2020-2024

MLC Title	2020	2021	2022	2023	2024
<b>Title 1 Minimum requirements</b>	1	1	2	0	2
<b>Title 2 Conditions of employment</b>	480	292	234	169	167
<b>Title 3 Accommodation, recreational facilities, food and catering</b>	47	51	68	60	58
<b>Title 4 Health protection, medical care, welfare, social security protection</b>	73	88	100	81	84
<b>Title 5 Compliance and enforcement</b>	1	0	7	4	5

<sup>8</sup> Derivations of the word 'crewing' are used by AMSA interchangeably with derivations of the word 'manning', as in [IMO](#), [ILO](#), Australian legislation, and other relevant documents.

<sup>9</sup> An MLC complaint can include more than 1 concern, therefore more than 1 MLC Title can be assigned to the complaint.





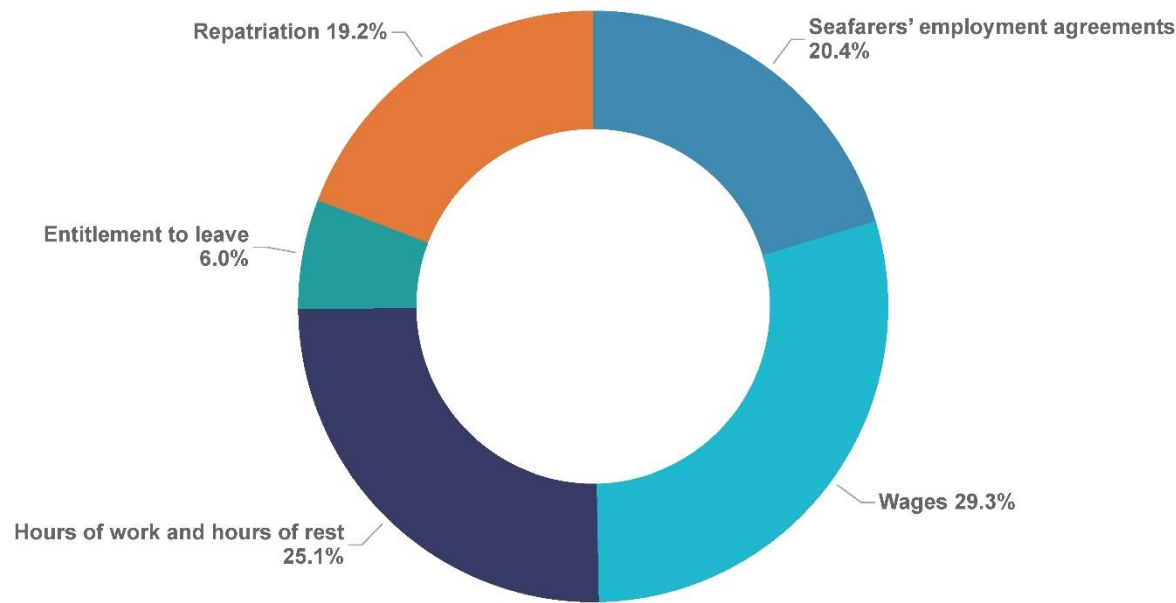
## Conditions of employment (Title 2)

In 2024, Title 2 complaints received regarding repatriation, seafarers’ employment agreements and wages have increased in comparison with 2023 figures. Complaints involving wages remain the most reported (29.3 per cent) for all Title 2 complaints, followed by hours of work and rest (25.1 per cent) as seen in Figure 7.

There has been a significant decrease in complaints involving entitlement to leave, from 31 in 2023 to 10 in 2024 as seen in Table 5. AMSA republished the marine notice on [access to shore leave for seafarers](#) to highlight the importance of granting shore leave for seafarers. This and the ongoing enforcement of shore leave requirements is an indication AMSA’s response has been effective.

**Table 5** Title 2 complaints for 2020-2024

MLC Regulation (Title 2)	2020	2021	2022	2023	2024
2.1 Seafarers’ employment agreements	194	83	41	28	34
2.2 Wages	53	71	58	42	49
2.3 Hours of work and hours of rest	29	32	37	45	42
2.4 Entitlement to leave	1	0	39	31	10
2.5 Repatriation	197	104	56	23	32
2.7 Crewing levels	6	2	3	0	0



**Figure 7** Title 2 complaints by percentage of regulation for 2024

[Image description](#)

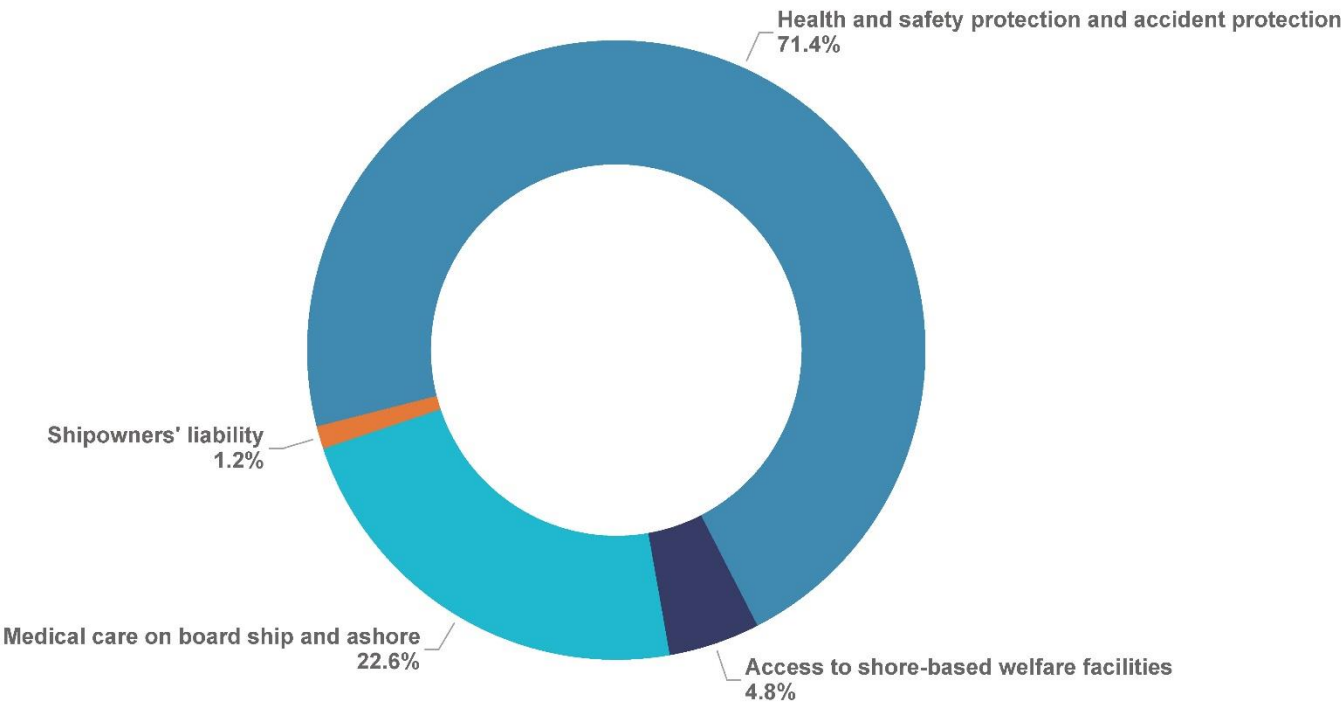


## Health protection, medical care, welfare, social security protection (Title 4)

In 2024 most of the complaints (71.4 percent) received for Title 4 were concerns with health and safety protection and accident protection, followed by medical care on board ships and ashore (22.6 percent) as seen in Figure 8. The numbers have remained consistent across the years.

**Table 6:** Title 4 complaints for 2020-2024

MLC Regulation (Title 4)	2020	2021	2022	2023	2024
4.1 Medical care on board ship and ashore	29	29	25	12	19
4.2 Shipowners' liability	0	1	1	1	1
4.3 Health and safety protection and accident protection	42	54	72	63	60
4.4 Access to shore-based welfare facilities	2	1	1	5	4
4.5 Social Security	0	0	1	0	0



**Figure 8** Title 4 complaints by percentage of regulation for 2024

[Image description](#)



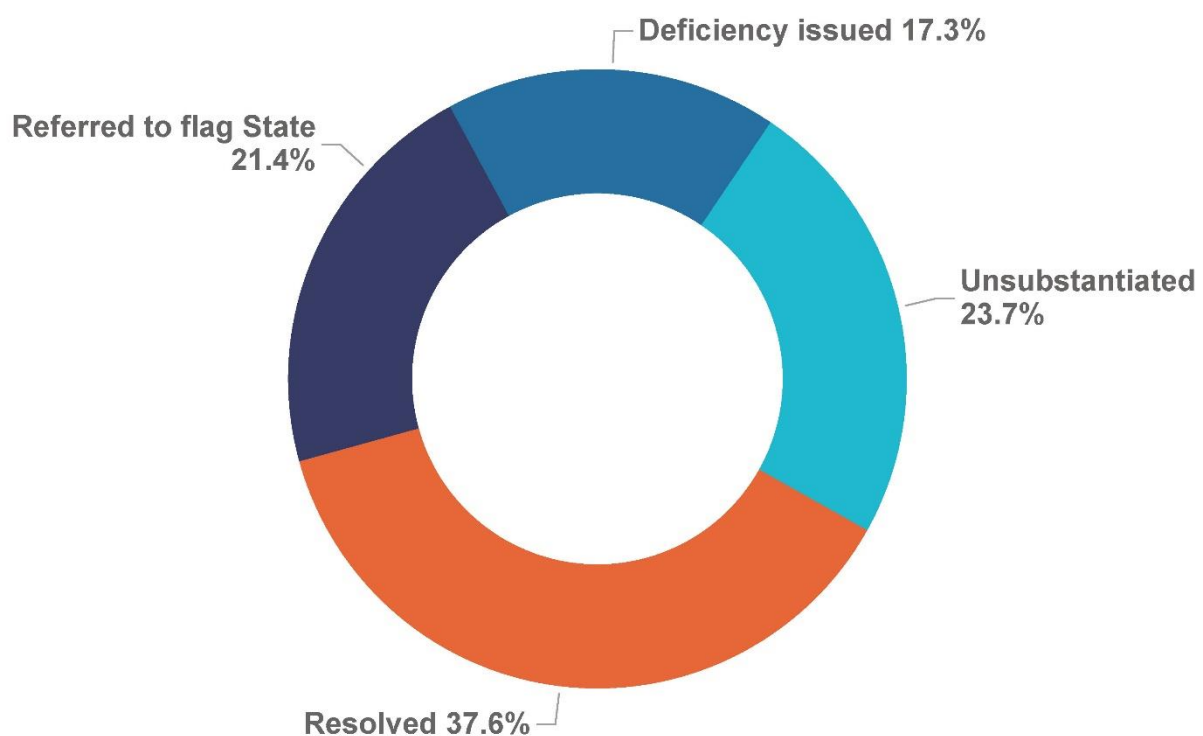
## Breakdown of complaints by outcome

AMSA endeavours to investigate all reported MLC complaints —and has done so—except in cases where the vessel is outside of Australian waters or not bound for an Australian port and therefore beyond the regulatory oversight of AMSA. In those situations, AMSA refers the complaint to the flag State of the vessel and/or the next port State.

AMSA may also place alerts on the vessel to ensure the complaint is followed up when the vessel next arrives in Australia. In all cases we try to ensure the confidentiality of the seafarer making the complaint. Where AMSA refers information to the flag State or next port State, we expect that similar steps are taken to ensure the confidentiality of the complainant.

Figure 9 provides a breakdown of the actions taken. The figures remain consistent, with a slight increase in deficiencies being issued from 11.7% in 2023 to 17.3% in 2024.

We continue to receive complaints outside of our jurisdiction that originate from foreign flagged vessels that are not in Australian waters or on a voyage to Australia which resulted in referrals to the respective flag State for investigation. This is likely due to the reputation Australia has regarding seafarer welfare.



**Figure 9** Breakdown of complaints by outcomes for 2024

[Image description](#)



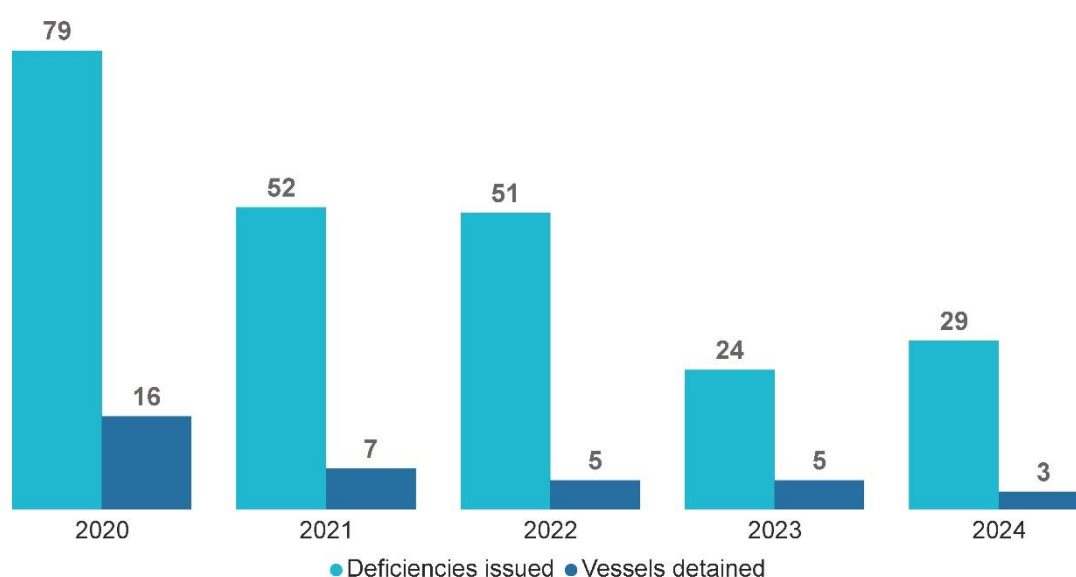
## Actions taken

Where appropriate, AMSA encourages resolution of complaints at shipboard level, and if this is not possible, at the flag State level. If a complaint can't be resolved, AMSA will follow-up and may issue deficiencies or detain the vessel.

AMSA may refuse vessels access to Australia where there are significant concerns about the performance of vessels and/or they pose an increased risk to seafarers, other vessels and the marine environment. AMSA has a zero-tolerance approach to breaches under the MLC and has issued [direction notices](#) refusing vessels access to Australian ports for systemic non-compliance with the MLC. A list of vessels refused access to Australian ports and given warnings is available on the AMSA website: [Refusal of access list and letters of warning list](#).

Since 2018, a total of 29 vessels have been issued with a direction notice refusing them access to Australian ports. Of these vessels, 14 were banned<sup>10</sup> for serious breaches of the MLC primarily relating to underpayment of wages, decent working and living conditions and inadequate provisions. Approximately \$30,392 USD was recovered in 2024.

Figure 10 shows that in 2024, follow up investigations of MLC complaints resulted in 29 vessels being issued with MLC-related deficiencies, three of which were detained<sup>11</sup>.



**Figure 10:** Number of MLC complaints resulting in deficiencies issued or vessel detention between 2020-2024

[Image description](#)

<sup>10</sup> Further information about previous bans is available on the AMSA [website](#).

<sup>11</sup> During the follow up investigations of MLC complaints, five vessels were detained for deficiencies other than MLC.



## Case studies

### NICHOLAS GS

In January 2024, AMSA received a seafarer complaint through the ITF regarding excessive hours of work. One seafarer also requested to be repatriated. AMSA inspected the vessel and found evidence of the records of the hours of work and rest were falsely maintained, and the vessel's onboard complaints procedures were found not to be in use, resulting in deficiencies being issued. The seafarer who requested to be signed off was found to be under stress and was sent ashore to seek medical advice. The seafarer was found unfit for duty and was repatriated with all outstanding wages and allowances paid.

### C.UTOPIA

AMSA received a call from a local agent reporting concerns about a seafarer receiving medical treatment ashore and was deemed unfit for duty but was sent back to the vessel.

AMSA attended the vessel and found evidence that the unfit seafarer was not being promptly repatriated, had their contract extended and was conducting onboard duties against medical advice. No record of the seafarer's injury was lodged in the vessel's reporting system and the master was unable to provide evidence that AMSA was notified of the incident. The vessel was subsequently detained, and the unfit seafarer was repatriated and provided with additional medical support.

### PROTEUS TRACY

AMSA received a complaint from seafarers onboard alleging breaches against their hours of work/rest and being pressured to falsify rest hour records to work overtime.

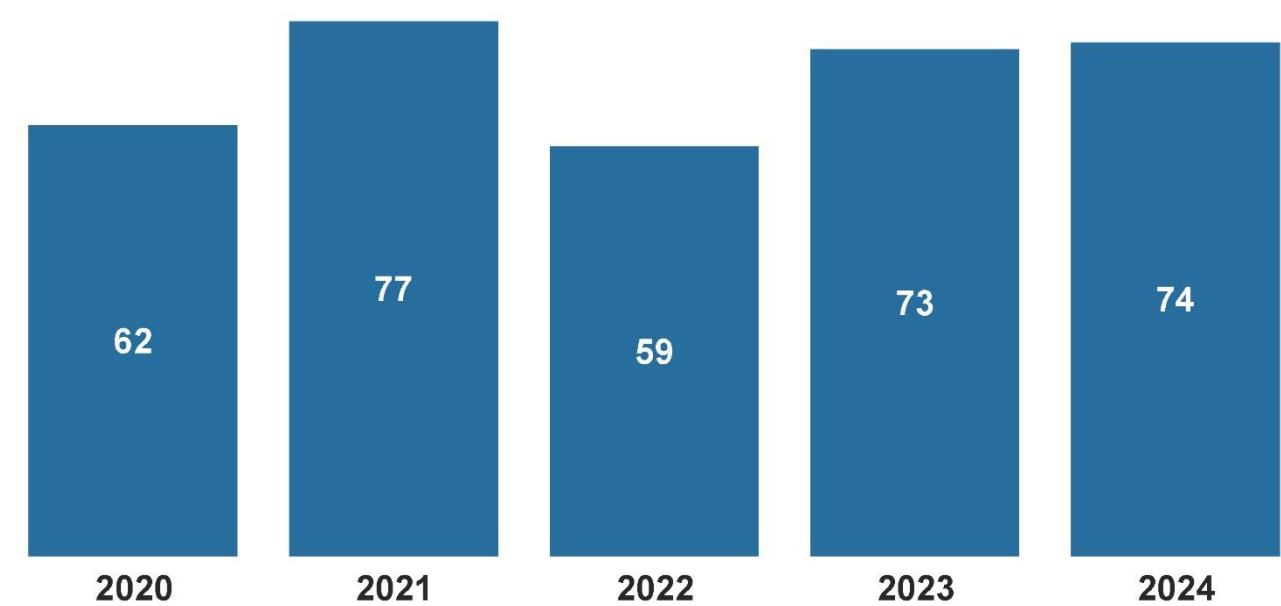
AMSA attended the vessel for an inspection and found evidence the seafarers were working excessive hours and failure to proactively report non-conformities related to work and rest hours to the company to prevent re-occurrence. The vessel was subsequently detained. The vessel's Recognised Organisation (RO) also conducted additional MLC and ISM audits and issued a notice of Major Non-Conformity.



# Reported serious injuries and fatalities

## Serious injuries 2020-2024

Since 2020, there were a total of 345 serious seafarer injuries<sup>12</sup> reported to AMSA from foreign flagged vessels in Australian waters and regulated Australian vessels. In 2024, 74 serious seafarer injuries were reported to AMSA, making up 37.1 per cent of all reported seafarer injuries.



**Figure 11** shows the number of serious seafarer injuries reported to AMSA between 2020 and 2024. [Image description](#)

Table 7 shows the number of serious seafarer injuries reported by regulated Australian vessels and foreign-flagged vessels. It should be noted that regulated Australian vessels report to AMSA regardless of their geographical location. Foreign-flagged vessels are only required to report injuries that occur in Australian waters.

**Table 7:** Breakdown of serious crew injuries by regulated Australian vessels and foreign-flagged vessels, 2020-2024

Vessel	2020	2021	2022	2023	2024
Regulated Australian vessel	23	18	14	11	11
Foreign Flagged vessel	40	59	45	62	63

<sup>12</sup> Serious seafarer injury is defined as a seafarer involved in a marine incident suffers any injury requiring admission to hospital, or a seafarer involved in a marine incident suffers any injury which results in them being unable to return to their work onboard the ship.



## Fatalities 2020-2024

AMSA categorises all fatalities (deaths at sea) according to the taxonomy<sup>13</sup> below as required under the MLC:

- Operational
- Illness/disease
- Person overboard (presumed deceased)
- Suicide
- Other

Seafarer fatalities reported to AMSA from 2020-2024 includes fatalities involving foreign-flagged vessels which occurred within the Australian Exclusive Economic Zone (EEZ)<sup>14</sup> and fatalities involving regulated Australian vessels which occurred within and outside of the Australian EEZ.

In 2024, there was a total of 11 fatal marine incidents which resulted in 11 seafarer fatalities, all of which involved a foreign flagged vessel as seen in Table 8. Since 2020, no seafarer fatalities have been reported to AMSA involving a regulated Australian vessel.

**Table 8** Fatal marine incidents and seafarer fatalities involving foreign flagged vessels, 2020-2024

Foreign Flagged Vessel	2020	2021	2022	2023	2024
Number of fatal marine incidents	5	11	8	5	11
Number of fatalities (persons)	5	11	8	5	11

In 2024, there was one operational related seafarer fatality that occurred on a foreign flagged vessel. The fatality occurred on a vehicle carrier in June 2024, where a forklift carrying lashings operated by a crew member overturned. It was determined that the ship's Safety Management System failed to ensure all identified risks to personnel were assessed with appropriate safeguards not in place.

**Table 9** Reported seafarer fatalities by type involving foreign flagged vessels within the Australian EEZ, 2020-2024

Reported seafarer fatalities by type	2020	2021	2022	2023	2024
Illness/disease	1	7	7	2	8
Operational	0	1	1	1	1
Other	1	0	0	0	0
Person Overboard	2	0	0	0	2
Suicide	1	3	0	2	0

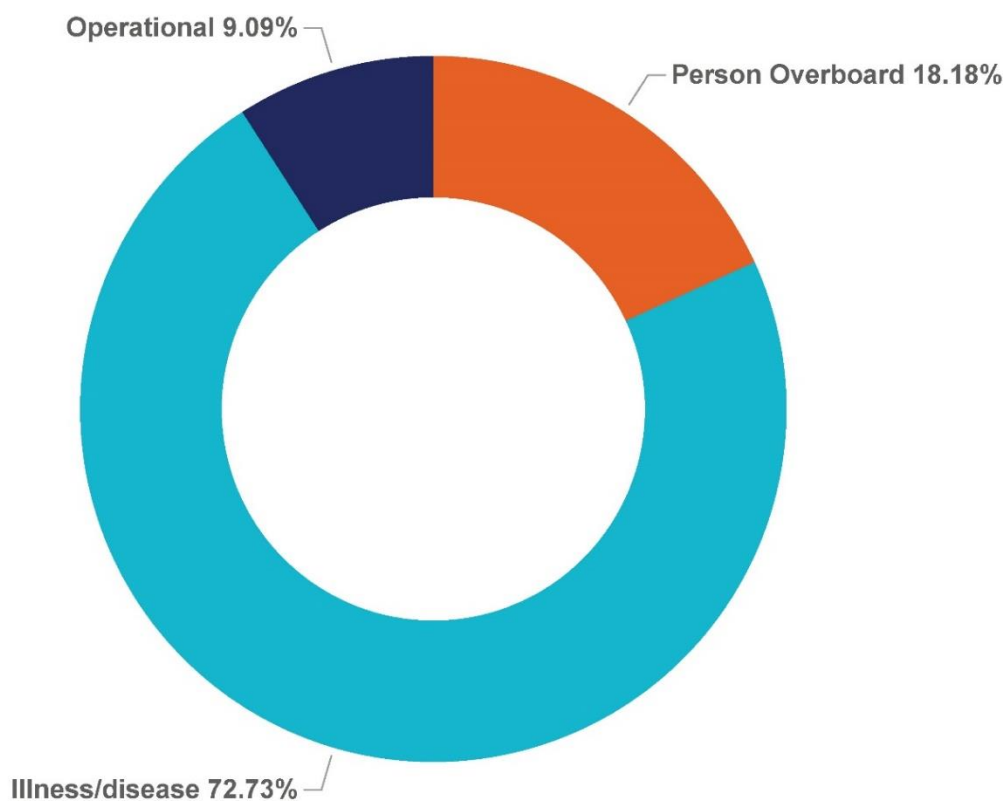
<sup>13</sup> Refer to the glossary of the report.

<sup>14</sup> The Exclusive Economic Zone (EEZ) is an area beyond and adjacent to the territorial sea. The outer limit of the exclusive economic zone cannot exceed 200M from the baseline from which the breadth of the territorial sea is measured. The Australian EEZ is defined in the *Seas and Submerged Lands Act 1973* ('the SSL Act').





Seafarer fatalities by illness/natural cause continue to make up most of the reported fatalities (72.73 per cent) as seen in Figure 12. At this stage, it is difficult to ascertain whether this is consistent with global trends due to the lack of data being made available by flag States. However, with the MLC amendments to mandate the requirement for flag States to report all fatalities at sea to the ILO entering into force in December 2024, this will ensure there is a global register available for future trend analysis.



**Figure 12** Proportion of reported fatalities by type 2024

[Image description](#)

## Fatality rate

In 2024, the fatality rate (the number of fatalities per 90,000 seafarers<sup>15</sup>) for foreign flagged vessels in Australia's Exclusive Economic Zone was 1.1. This is slightly higher than the five-year average fatality rate of 0.9 as per Table 9 and is lower than the Australian national fatality five-year average rate of 1.4<sup>16</sup> (per 100,000 workers for 2019-2023).

As noted by the SafeWork Australia's *Work-related, traumatic injury fatalities Australia 2021 report*<sup>17</sup>, fatality rates are sensitive to the number of people employed in the industry and this may be particularly evident with small variation in the number of fatalities for smaller industries that employ

<sup>15</sup> While 'fatality rate' is generally defined as the number of traumatic injury fatalities per 100,000 workers by Safe Work Australia, AMSA's fatality rate is based on a calculated approximation of 90,000 seafarers engaged on foreign flagged vessels in Australian waters.

<sup>16</sup> Safe Work Australia, [Key Work Health and Safety Statistics Australia, 2024](#)

<sup>17</sup> Safe Work Australia, [Work-related, traumatic injury fatalities Australia 2021](#)



fewer employees. Therefore, the actual number of fatalities needs to be considered when interpreting the data involving fatality rates.

**Table 10:** Fatality rate per 90,000 seafarers

Year	Number of operational-related seafarer fatalities	Fatality rates per 90,000 seafarers
2020	0	0
2021	1	1.1
2022	1	1.1
2023	1	1.1
2024	1	1.1
Five-year average	0.8	0.9



## MLC - port State and flag State control<sup>18</sup>

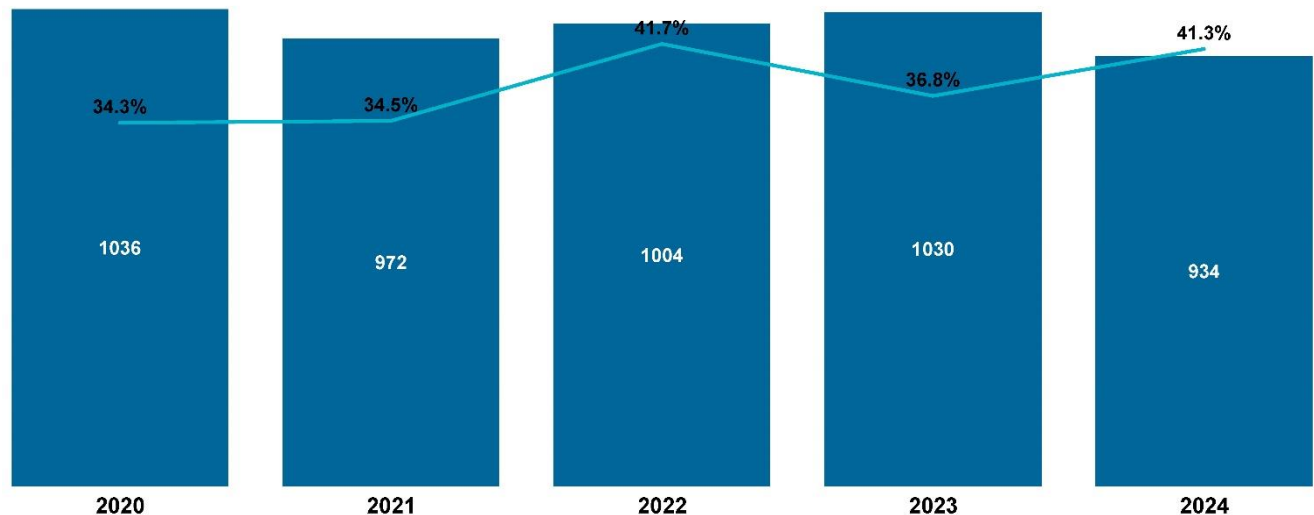
Port and flag State control (PSC and FSC) inspections are conducted in accordance with the International Maritime Organization’s (IMO) and International Labour Organization’s (ILO) requirements. Primarily, compliance activities may involve issuing deficiencies or a detention (a prohibition on the vessel being allowed to depart the port).

When investigating an MLC complaint, AMSA may attend onboard to conduct an MLC inspection. Where this inspection identifies deficiencies, AMSA will then undertake a port or flag State control inspection, and this will likely include a more detailed inspection.

**In 2024, AMSA conducted a total of 2,264 initial PSC inspections resulting in 133 detentions (9 of which were MLC-related).**

It is important to note that MLC compliance is one of the core elements of all PSC and FSC inspections. During a PSC or FSC inspection, AMSA will take action, if necessary, which includes issuing MLC deficiencies for breaches against the MLC.

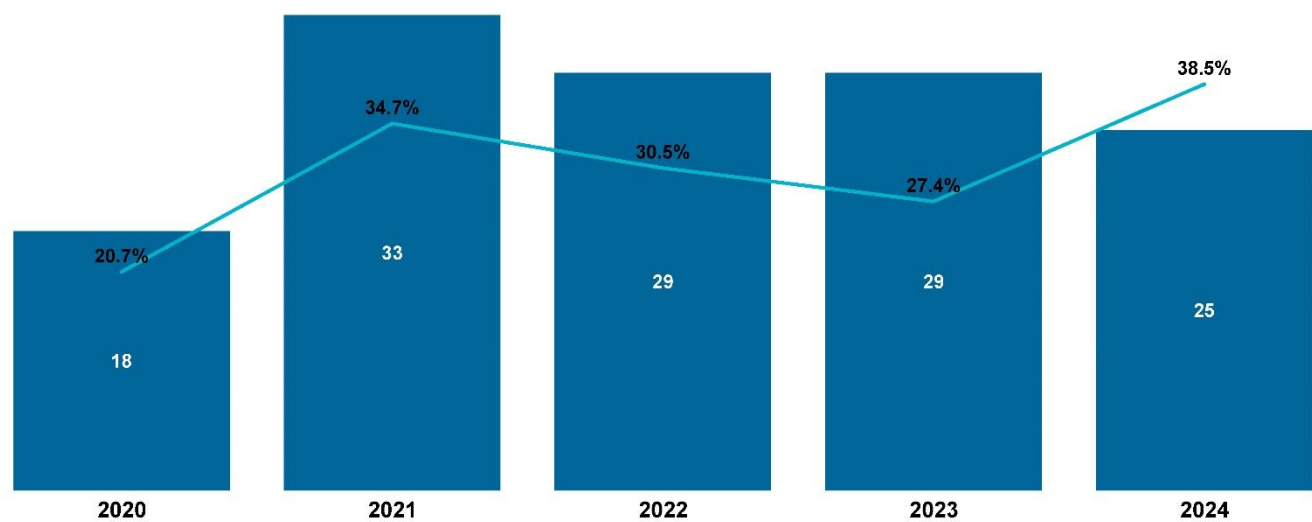
Figure 13 and 14 shows the number of MLC deficiencies issued following PSC and FSC inspections and deficiency rate over total number of initial inspections. In 2024, a total of 934 MLC deficiencies were issued following a PSC inspection and 25 following a FSC inspection. No regulated Australian vessel has been detained for breaches against the MLC. In 2024, AMSA has detained 9 foreign flag vessels for breaches against the MLC as seen in Figure 15.



**Figure 13** MLC deficiencies issued following a PSC inspection per year, 2020-2024.

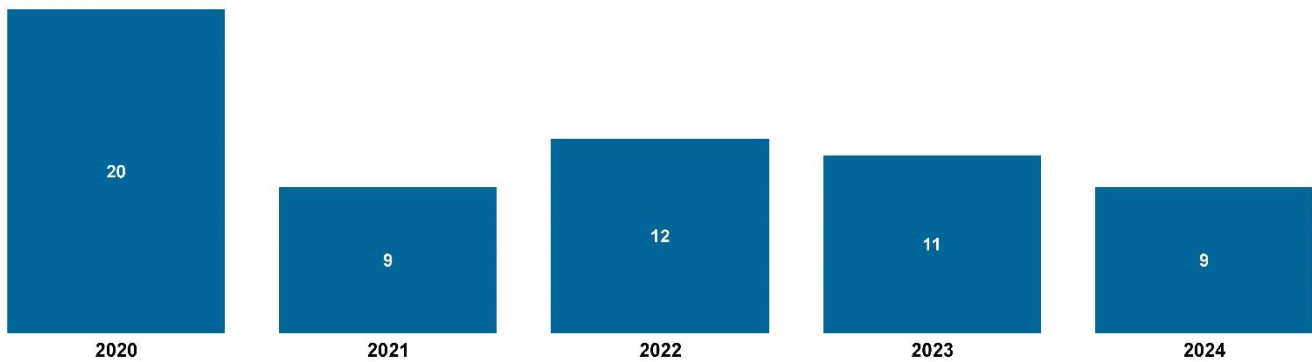
[Image description](#)

<sup>18</sup> Further information on AMSA’s PSC and FSC activities are available in the [2024 AMSA Annual Inspections report](#)



**Figure 14** MLC deficiencies issued following a FSC inspection per year, 2020-2024.

[Image description](#)



**Figure 15** Number of PSC MLC related detentions per year 2020-2024

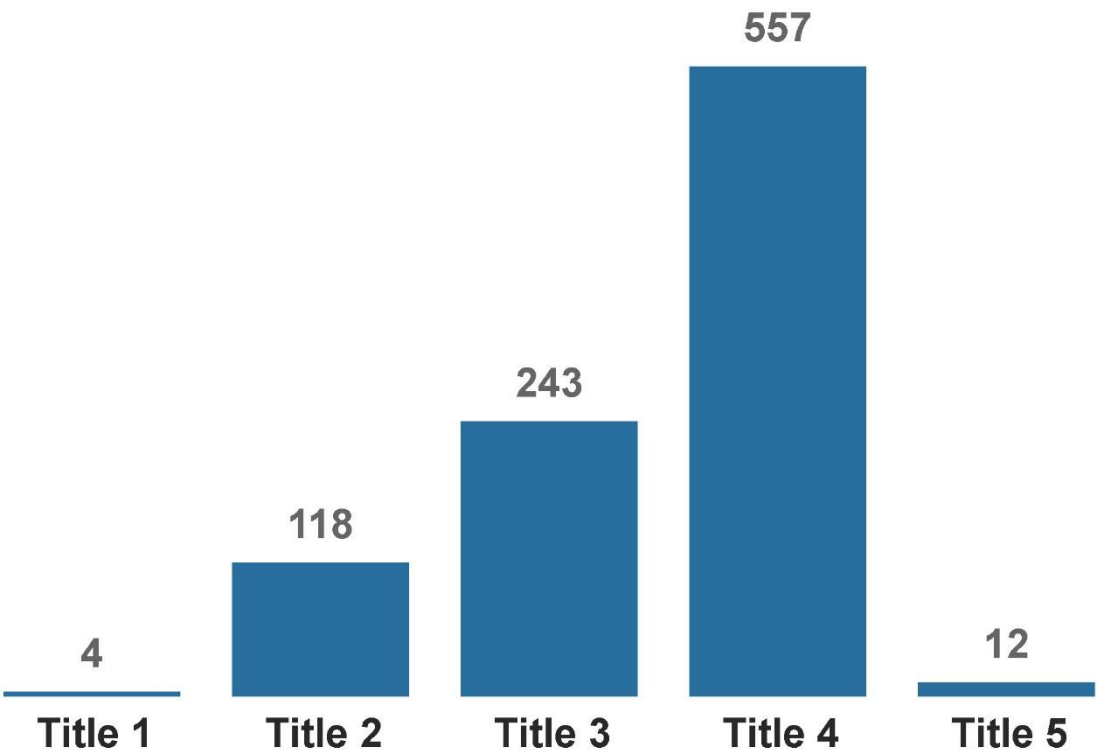
[Image description](#)



## PSC MLC deficiency by Title

Figure 16 shows the number of PSC MLC deficiencies issued by MLC title in 2024, originating from a complaint or a PSC inspection.

While most of the MLC complaints received were for Title 2 – Conditions of employment (as seen in Table 3), PSC inspections have identified *Title 4 - Health protection, medical care, welfare and social security protection* (557) as the most frequently issued MLC deficiency on foreign-flagged vessels, followed by *Title 3– Accommodation, recreational facilities, food and catering* (243) and *Title 2 – Conditions of employment* (118).



**Figure 16** PSC MLC deficiencies by MLC Titles, 2024

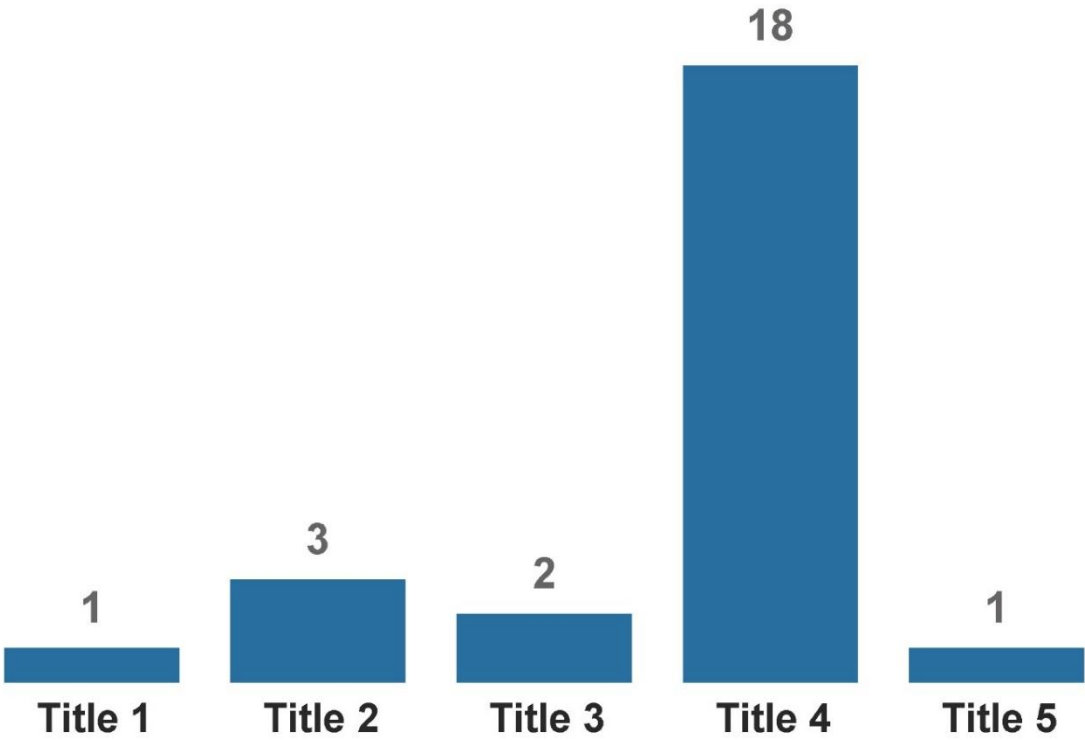
[Image description](#)



## FSC MLC deficiency by Title

In 2024, a total of 65 initial FSC inspections were carried out. 25 MLC deficiencies were issued across a total of 13 regulated Australian vessels (six vessels with one deficiency, four vessels with two deficiencies and three vessels with more than two deficiencies).

Figure 17 shows a breakdown of MLC deficiencies by MLC Title issued during FSC inspections on regulated Australian vessels with *Title 4 - Health Protection, medical care, welfare and social security protection* representing the highest number at 18 deficiencies.



**Figure 17** FSC MLC deficiencies by MLC Titles, 2024

[Image description](#)



## Glossary

Fatality Type	Definition
Operational	Fatality that occurred in relation to the operation of the vessel.
Illness/disease	Any death of a seafarer on a vessel resulting from any illness or disease that is not the result of an occupational injury. Includes deaths from natural causes where the death is a natural progression from disease <sup>19</sup> .
Person Overboard (Presumed Deceased)	Any loss of a seafarer resulting from unintentional departure from the vessel into the water where the seafarer's body is not recovered.
Suicide	Any death of a seafarer on a vessel where the death resulted from a self-inflicted injury <sup>20</sup> .
Other	Any deaths of a seafarer resulting from events of undetermined intent (e.g. poisoning, alcohol, accidental overdose of drug, wrong drug/medicaments given or taken in error).

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<sup>19</sup> Refer to the ILO list of occupational diseases (revised 2010), available at: <https://www.ilo.org/publications/ilo-list-occupational-diseases-revised-2010>

<sup>20</sup> Use of term *injury* rather than harm as this is consistent with ILO definition of occupational injury (which includes fatal injuries).





## Long Descriptions

**Figure 1:** MLC complaints received by year

Figure 1 is a bar graph showing the number of MLC complaints as well as the 5-year rolling average. The figures in that graph are represented in the table below:

	MLC complaints received	5 year rolling average
2020	320	185.4
2021	279	214.2
2022	261	237.4
2023	214	244.4
2024	173	249.4

**Figure 2:** Breakdown of the source of complaints 2020-2024

Figure 2 is a bar graph showing the breakdown of the source of the complaints 2020-2024. The figures in that graph are represented in the table below:

	Government agencies	ITF	Other	Seafarer	Welfare Group
2020	4	92	31	180	13
2021	10	54	35	171	9
2022	18	40	20	159	24
2023	9	27	20	134	24
2024	10	19	17	109	18



**Figure 3** Number of complaints received by State for 2024

Figure 3 is an infographic that shows the breakdown of MLC complaints received by state for 2024. The figures in the infographic are represented in the table below:

State	Number
NT	6
TAS	4
SA	6
VIC	9
NSW	17
Out of Area (Outside EEZ)	29
Qld	43
WA	59

**Figure 4:** Breakdown of 2024 complaints by vessel type

Figure 4 is a bar graph that shows the breakdown of complaints by vessel type for 2024 as per the following:

- Bulk carrier - 109
- Other – 25
- Container ship – 11
- Oil tanker - 10
- General cargo/multi-purpose - 9
- Gas carrier - 5
- Chemical Tanker – 2
- Livestock carrier – 1
- Vehicle carrier – 1

**Figure 5:** Data showing percent of complaints received by flag State for 2024

Figure 5 is a bar graph showing the percent of complaints received by flag State for 2024 as per the following:

- Liberia – 27.0%
- Panama – 22.7%
- Marshall Islands – 17.7%
- Singapore – 10.6%
- Malta – 7.1%
- Bahamas – 3.5%
- Japan – 2.8%
- Norway – 2.8%
- Greece – 2.1%
- Hong Kong – 2.1%
- Cyprus – 0.7%
- Isle of Man – 0.7%

**Figure 6:** Data showing percent of complaints received as a proportion to port arrivals for each flag State for 2024

Figure 6 is a bar graph showing percent of complaints received as a proportion to port arrivals for each flag State for 2024 as per the following:

- Malta – 0.9%
- Marshall Islands – 0.9%
- Liberia – 0.8%
- Greece – 0.7%
- Panama – 0.6%
- Norway – 0.5%
- Singapore – 0.5%
- Japan – 0.4%
- Isle of Man – 0.3%
- Bahamas – 0.2%
- Cyprus – 0.1%
- Hong Kong, China – 0.1%

**Figure 7** Title 2 complaints by percentage of regulation for 2024

Figure 7 is a circle graph indicating Title 2 complaints by percentage of regulation for 2023  
The figures displayed in the graph are as follows:

- Wages – 29.3%
- Hours of work and hours of rest - 25.1%
- Seafarers' employment agreements - 20.4%
- Repatriation – 19.2%
- Entitlement to leave – 6.0%

**Figure 8** Title 4 complaints by percentage of regulation for 2024

Figure 8 is a circular graph displaying Title 4 complaints by percentage of regulation for 2024  
The figures displayed in the graph are as follows:

- Health and safety protection and accident protection – 71.4%
- Medical care on board ship and ashore – 22.6%
- Access to shore-based welfare facilities – 4.8%
- Shipowners' liability- 1.2%

**Figure 9** Breakdown of complaints by outcomes for 2024

Figure 9 is a circular graph displaying the Breakdown of complaints by outcomes for 2024

The figures displayed in the graph are as follows:

- Resolved - 37.6%
- Unsubstantiated - 23.7%
- Referred to flag State – 21.4%
- Deficiency issued - 17.3%



**Figure 10:** Number of MLC complaints resulting in the deficiency or vessel detention between 2020-2024

Figure 10 is a bar graph showing the number of deficiencies issued verses the number of Vessels detained between 2020 and 2024.

The statistics shown on the graph are as follows:

	Deficiencies issued	Vessels detained
2020	79	6
2021	52	7
2022	51	5
2023	24	5
2024	29	3

**Figure 11** shows the number of serious seafarer injuries reported to AMSA between 2020 and 2024.

Figure 11 is a bar graph that shows the number of serious injuries to seafarers reported to AMSA between 2020 and 2024.

The figures in that graph are listed below:

- 2020 - 62
- 2021 - 77
- 2022 - 59
- 2023 – 73
- 2024 – 74

**Figure 12** Proportion of reported fatalities by type 2024

Figure 12 is a circular graph showing the proportion of reported deaths by fatality type for 2024  
The figures in that graph are listed below:

- Illness/disease – 72.73%
- Person Overboard – 18.18%
- Operational – 9.09%



**Figure 13** MLC deficiencies issued following a PSC inspection per year, 2020-2024.

Figure 13 represents the total number of MLC deficiencies issued following a PSC inspection per year including MLC deficiencies per inspection for the years 2020 to 2024.

The data for that graph is in the table below:

	Deficiencies	Deficiency rate per total inspections
2020	1036	34.3%
2021	972	34.5%
2022	1004	41.7%
2023	1030	36.8%
2024	934	41.3%

**Figure 14** MLC deficiencies issued following a FSC inspection per year, 2020-2024.

Figure 14 Total number of MLC deficiencies issued following a FSC inspection per year including MLC deficiencies per inspection for the years 2020 to 2024.

The data for that graph is in the table below:

	Deficiencies	Deficiency rate per total inspections
2020	18	20.7%
2021	33	34.7%
2022	29	30.5%
2023	29	27.4%
2024	25	38.5%

**Figure 15** Number of PSC MLC related detentions per year 2020-2024

Figure 15 represents the number of PSC MLC related detentions per year in the years 2020 to 2024 Those figures are listed below:

- 2020 - 20
- 2021 - 9
- 2022 - 12
- 2023 - 11
- 2024 - 9



**Figure 16** PSC MLC deficiencies by MLC Titles, 2024

Figure 16 shows PSC MLC deficiencies by MLC title for 2024.

Those figures are listed below:

- Title 1 – 4
- Title 2 – 118
- Title 3 – 243
- Title 4 – 557
- Title 5 – 12

**Figure 17** FSC MLC deficiencies by MLC Titles, 2024

Figure 17 shows FSC MLC deficiencies by MLC title for 2024.

Those figures are listed below:

- Title 1 – 1
- Title 2 – 3
- Title 3 – 2
- Title 4 – 18
- Title 5 – 1



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