Gibraltar Maritime Administration
HM Government of Gibraltar

Watergate House
2/8 Casemates Square
Gibraltar

Tel (+350)200 46862 / 200 47771 /200 50424
Fax (+350) 200 47770
e-mail: maritime.survey@gibraltar.gov.gi
maritime.registry@gibraltar.gov.gi

Shipping Guidance Notice – 164

IMO RESOLUTION MSC.560(108) AMENDMENTS TO PART A OF THE SEAFARERS' TRAINING, CERTIFICATION AND WATCHKEEPING (STCW) CODE

To: MLC Shipowners, Operators, and Masters

1. References

- IMO Resolution MSC.560(108)
- STCW Convention & Codes, Part A, Chapter VI, Section A-VI/1, Table A-VI/1-4
- International Labour Organization (ILO) Convention 190 - Violence and Harassment Convention, 2019
- Gibraltar Merchant Shipping (Manning, Training and Certification for Seafarers) Regulations 2006
- Maritime Labour Notice (MLN) – 017(b)

2. Summary

The purpose of this Shipping Guidance Notice (SGN) is to bring to the attention of Gibraltar registered vessels stakeholders IMO Resolution MSC.560(108), which brings into effect mandatory amendments to STCW Convention & Codes, Part A, Chapter VI, Section A-VI/1, Table A-VI/1-4.

STCW Part A, Chapter VI addresses the minimum STCW requirements in respect of 'standards regarding emergency, occupational safety, security, medical care and survival functions', with Section A-VI/1 paragraph 2 mandating the minimum requirements in respect of 'basic training'.

IMO Resolution MSC.560(108), adopts training provisions to prevent and respond to bullying and harassment in the maritime sector, including sexual assault and sexual harassment, which are transposed into STCW via amendments to Table A-VI/1-4.

3. Application

The Gibraltar Merchant Shipping (Manning, Training and Certification for Seafarers) Regulations 2006, implements compliance with STCW Convention & Codes in respect of Gibraltar registered vessels.

Effective 01 January 2026, STCW 'basic training' delivered by accredited training providers must encompass the 'bullying and harassment in the maritime sector, including sexual assault and sexual harassment' elements as per amended Table personal safety and social responsibilities as set out in table A-VI/1-4

Presently the requirements in respect of five-yearly revalidation as per Section A-VI/1, paragraph 3, are applicable to Tables A-VI/1-1 and A-VI/1-2, and do not extend to the elements contained within Table A-VI/1-4. Furthermore, there is no current requirement for seafarers who have attained proficiency in respect of 'personal safety and social responsibilities' as set out in Table A-VI/1-4 prior to 01 January 2026, to undertake any refresher in respect of the amendments to Table A-VI/1-4.

4. **Recommendation & Guidance**

Subject to any future requirements by IMO in respect of the amended elements of Table A-VI/1-4, and their application to seafarers who have attained 'personal safety and social responsibilities' proficiency prior to 01 January 2026, the Gibraltar Maritime Administration encourages managers and/or operators of Gibraltar registered vessels, to give consideration to the development of measures and policies to address, prevent, and respond to bullying and harassment, including sexual assault and sexual harassment. Such measures may form part of those related to compliance with the Maritime Labour Convention (MLC) 2006, and should include programmes for the familiarisation of both shipboard and shore-side personnel with such measures.

Reference is made within Gibraltar Maritime Administration's Maritime Labour Notice (MLN) – 017(b), Section 1.1.3, to the guidance on eliminating shipboard harassment and bullying jointly published by the International Chamber of Shipping and the International Transport Workers' Federation, which together with further guidance in way of the ILO's 'Violence and harassment at work: A practical guide for employers', may assist in the development of suitable measures.

Steve Gomez - Chief Surveyor
For & on behalf of the Maritime Administrator

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