
Calculation of Minimum Wages

Notice to ship owners, managers, Masters, Approved Nautical Inspectors, Recognised Organisations and surveyors

1. Purpose

- 1.1. The purpose of this Information Notice is to provide guidance on how The Bahamas requires minimum wages to be calculated in accordance with Maritime Labour Convention, 2006 (MLC 2006) Standards A2.2 and B 2.2 and to explain the differences in calculating wages between the International Labour Organization (ILO) minimum basic wages for Able Bodied Seaman (AB) and the International Bargaining Forum (IBF) as set by The International Maritime Employers' Council (IMEC) [Circular \(20\)123¹](#).

2. Application

- 2.1. This Information Notice is applicable to all Bahamas registered ships and other units with reference to [BMA Information Bulletin No. 127²](#).
- 2.2. Minimum wages should be calculated based on the guidance provided in this Information Notice.

3. Working hours and Wages

- 3.1. Working hours on ships and units that comply with BMA Information Bulletin No. 127 should be calculated as follows:
- i. Working hours are calculated as 48 hours per week, consisting of 6 days of 8 hours work each day and one day's rest.
- 3.2. MLC 2006 Standard B2.2.4 states:

The basic pay or wages for a calendar month of service for an able seafarer should be no less than the amount periodically set by the Joint Maritime Commission or another body authorized by the Governing Body of the International Labour Office.

¹ <https://mailchi.mp/9b583fea2e71/imeccircular-9464116?e=442e1aff6a>

² <https://www.bahamasmaritime.com/wp-content/uploads/2020/10/BMA-Bulletin-127-Maritime-Labour-Convention-2006.pdf>

- 3.3. As explained in IMEC [Circular \(20\) 123](#), IBF wages currently exceed the minimum rate established by the ILO.
- 3.4. Any queries related to this Notice should be referred to stcw@bahamasmaritime.com or any BMA office.

Revision History

Version	Description of Revision
1.0	First Issue