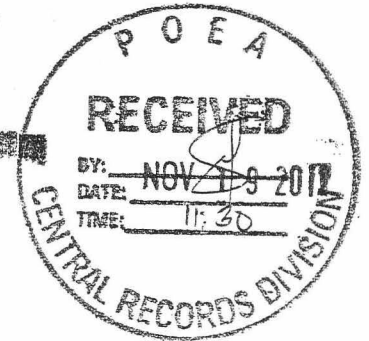




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MEMORANDUM CIRCULAR NO. 09
(Series of 2012)

TO : ALL MANNING AGENCIES CONCERNED

SUBJECT : CLARIFICATION ON THE IMPLEMENTATION OF THE DOUBLE WAGE AND COMPENSATION BENEFITS FOR SEAFARERS TRANSITING HIGH RISK ZONES/AREAS

DATE : 05 November 2012

Pursuant to Governing Board Resolution Nos. 12 and 13, both series of 2012, which provide for double wage, compensation and benefits to seafarers on board all ships transiting the high risk zones/areas, the following guidelines are hereby issued :

1. The company/employer shall pay seafarers agreeing to proceed to the declared high risk zones/areas, a compensation amounting to 100% of the basic wage for each day of the seafarers' transit and stay in the area and a double compensation in case of death and/or disability.
2. The computation of compensation and benefits including leave pay and overtime pay as provided in Governing Board Resolution No. 04, series of 2008 and Memorandum Circular No. 14, series of 2009, shall continue to apply. The computation shall be as follows:
 - a. The entitlement to double wage, compensation and benefits shall commence as soon as the ship enters the declared high risk zone/area. The compensation and benefits provided shall be limited to the duration of the ship's transit and stay in the high risk zone/area.
 - b. In the computation of the daily rate of the basic pay, guaranteed or fixed overtime and leave pay, the monthly figures shall be divided by 30 days. The resulting amount (quotient) is the daily rate. This will then be multiplied by two (2) to arrive at the doubled daily rate of the compensation due the seafarer.
 - c. In the case of seafarers whose overtime pay is based on an hourly rate, the computation of the daily rate shall be based on a regular working hours of eight (8) hours in every 24 hours, midnight to midnight, Monday to Sunday, in accordance with Section 10B of the Standard Terms and Conditions Governing the Employment of Filipino Seafarer On-Board Ocean-Going Ship.
 - d. A fraction of the eight (8) hours in every 24 hours, midnight to midnight, shall be considered as one regular working day (8 hours) for purposes of computing the daily rate.

These guidelines shall take effect immediately.

HANS LEO J. CACDAC
Administrator

