We provide sector specific employment advice on people matters in the global shipping industry through our international network.

Rebecca Thornley-Gibson who leads the Ince & Co Employment Team has over 20 years’ experience as a highly regarded employment lawyer, providing tailored employment law advice across a variety of sectors, particularly within the travel industry. Rebecca is a member of the Association of Women Travel Executives, the Aviation Club and the Employment Lawyers Association.
HOW WE CAN HELP YOU

▶ Train and engage employees (both seafarers/crew and onshore employees) to maximise performance
▶ Audit your policies and provide you with tools to maintain a culture of continuous improvement
▶ Create and maintain shipping specific crew agreements or seafarer employment agreements and appropriate policies to minimise risks
▶ Provide training and advice on conditions of employment under the Maritime Labour Convention to ensure compliance with minimum working living and working condition
▶ Support internal investigations into onshore and onboard complaints, disciplinary and whistleblowing issues to deal with matters proactively effectively and commercially
▶ Provide regular updates on shipping sector developments impacting people management to keep you on step ahead
▶ Project manage reorganisations and people changes to optimise on time and on budget delivery of change management
▶ Provide cost effective advice and support in respect of Tribunal and Court claims to secure commercial outcomes

WORK HIGHLIGHTS

▶ Acting for shipowners in relation to unfair dismissal claims brought by seafarers, often involving complex arguments which often arise due to the nature of seafarer employment including such as jurisdiction/applicable law, identity of employer, continuity of employment and time bar
▶ Advising on seafarer holiday pay issues including dealing with the ACAS early conciliation process
▶ Advising shipowners and yacht owners on compliance with and issues arising under the Maritime Labour Convention
▶ Preparing crew agreements for vessels which are not subject to the Maritime Labour Convention and liaising with the Maritime and Coastguard Agency regarding the terms of such agreements to obtain the requisite approval
▶ Preparing seafarer employment agreements in compliance with the Maritime Labour Convention
▶ Advising on pensions issues affecting UK based seafarers
▶ Supporting UK business restructures and consequent redundancy situations to ensure compliance with UK legal requirements
▶ Advising on termination of employment contracts and related Settlement Agreements
▶ Advising on seafarer confidentiality issues