

### **3. MUSTERING**

#### **3.1 Act of June 18, 1971, (No. 90) relating to the mustering of employees on board ships etc.**

##### **§ 1.**

Anybody who takes service on board a Norwegian ship and who does not merely work on board while the ship is lying in port, shall be signed on before the commencement of the service, re-mustered when the contract is altered and signed off when the service terminates.

The King may decide that this Act, or parts of it, shall not apply to certain groups of employees and/or ships.

An employee who will accompany the ship without having to be signed on may be signed on or off at his own or the employer's request.

Norwegian citizens and residents of Norway who commence or terminate service on board a foreign ship in Norway shall be signed on and off under the rules of this Act.

##### **§ 2.**

On every ship having employees who are obliged to be signed on and off, the master of the ship shall be responsible for keeping a list of all employees. The King will issue provisions regarding the list of crew and the use thereof.

The King will issue provisions regarding the keeping and delivery to public authorities of lists of crew on board ships where the employees are not obliged to be signed on and off.

##### **§ 3.**

The signing on and off consists in the mustering authority's control that the requirements made by law or agreement concerning the employee's service on board are satisfied.

The King will issue further provisions concerning the extent of the control, the other duties of the mustering authorities, the obligation for the employee to attend in person when signing on and off and the documents which are to be submitted, the procedure for signing on and off, the payment of fees and the presentation of required attestation by the mustering authority in connection with outward clearance from Norway of ships carrying employees who are obliged to sign on and off.

##### **§ 4.**

The proceedings for signing employees on and off are conducted in Norway by a seamen's office or by any other institution approved by the King on behalf of the manager of the seamen's office in his

capacity as Chief of Mustering in the district of the seamen's office.

Abroad, said proceedings are conducted by a Norwegian foreign service station or other institution approved by the King.

#### **§ 5.**

The mustering authority is responsible for issuing sea service books and other seamen's documents as further provided by the King, who may also issue rules regarding the conditions for obtaining such documents.

#### **§ 6.**

The master of the ship shall be responsible for the observance of the mustering provisions of this Act and shall ensure that at least one copy of the Act and the regulations issued pursuant thereto is kept on board and available to the employees.

During the ship's stay in port, the master of the ship or his authorized representative is obliged at the request of the mustering authority, if necessary by appearing in person at the office of the mustering authority, to furnish such information and produce such documents regarding the ship, its crew and other matters as the mustering authority may require for the purpose of implementing the provisions of this Act.

#### **§ 7.**

This Act enters into force from the date stipulated by the King.

From the same date, the Act of July 11, 1947, (No. 4) relating to the mustering of seamen etc. is repealed.

### **3.2 REGULATIONS CONCERNING THE MUSTERING OF EMPLOYEES ON BOARD VESSELS**

(Issued by the Directorate for Seamen on 15 June 1987, pursuant to the Act of 18 June 1971, No. 90 relating to the mustering of employees on board ships etc. and the Royal Decree of 1 October 1971.)

#### **Chapter I.**

#### **The organisation and functions of the mustering authorities**

##### **§ 1**

The mustering authorities are directed by the Directorate for Seamen.

The country is divided into mustering districts whose number and size coincide with the districts of the seamen's offices established

under § 16 of the Act of 27 June 1947, No. 9 relating to measures to promote employment.

The mustering functions in each mustering district are directed by a District Chief of Mustering. The manager of the seamen's office in the district is acting as District Chief of Mustering. On performing his functions according to this regulation (cf. § 4), he is subordinated to the Directorate for Seamen.

## § 2

In Norway, the mustering proceedings are conducted by a seamen's office or, on behalf of the District Chief of Mustering concerned, by another institution approved by the Directorate for Seamen.

Abroad, the Mustering proceedings are conducted by a Norwegian foreign service station or another institution approved by the Directorate for Seamen.

## § 3

The District Chief of Mustering/head of station may delegate his mustering authority to a subordinate official and give the necessary instructions etc. within the scope of the Mustering Act, this regulation and other provisions and instructions in force at any time.

## § 4

It is incumbent upon the mustering authorities to supervise that the requirements prescribed by law or agreement as to the service of employees on board vessels are fulfilled.

It is thus the duty of the mustering authority to ensure that the provisions prescribed by the Mustering Act and this regulation are observed by shipping companies, masters and crew, or similar employers/employees, and supervise and assist in the implementation of other laws and regulations etc. concerning employees on board vessels, in particular to:

1. issue documents for record of service, sea service book, certificates and other seamen's documents, and to issue statements of sea service;
2. send reports to the Directorate for Seamen to be used for the registration of seamen and their service;
3. give guidance to anyone who applies to the mustering authority about working conditions etc. at sea;
4. assist in the transportation of seamen as well as the safe-keeping and forwarding of seamen's effects etc.;
5. assist in any search for seamen;
6. supervise that the provisions relating to the enrolment and military service are observed;

7. assist in controlling that the manning regulation in force is observed;
8. contribute to the implementation of the provisions in force concerning protective measures for seamen and in particular inform young employees about their rights according to the provisions concerning protective measures.

The Directorate for Seamen prescribes further provisions as to the scope of the mustering authority's control and as to its other functions.

## **Chapter II.**

### **Mustering obligation, place of mustering etc.**

#### **§ 5**

Anybody who takes service on board a Norwegian vessel and who does not merely work on board while the vessel is laying in port, shall be signed on before the commencement of the service, re-mustered when the contract is altered and signed off when the service terminates. For service on vessels registered in the Norwegian International Ship Register, the provisions of Chapter 10 apply.

Exempted from the provisions of the first paragraph's first sentence are:

1. an employee on a vessel of less than 100 gross register tons. Cf., however, § 18, last paragraph;
2. an employee on a fishing or sealing vessel when used as such or for transporting own catch unless the catch is not to be brought ashore in Norway;
3. an employee on a vessel trading on Norwegian lakes and rivers;
4. a person employed on a vessel belonging to the National Defence;
5. a person not employed in the shipping company's service on board, unless he holds position under the specification of crew, is included in additional manning, or is covered by a collective wages agreement with the shipping company.

An employee who will accompany the vessel without having to be mustered, may be mustered at his own or the employer's request.

A Norwegian citizen or resident of Norway who commences or terminates service on board a foreign vessel in Norway, shall be mustered under the provisions of this regulation.

The Directorate for Seamen decides in cases of doubt which persons come under the obligation to muster.

#### **§ 6**

On every vessel having employees under obligation to muster, there shall be a list («Crew List») of all the employees serving on board – including those who are not under obligation to muster.

The shipping company is obliged at all times to have a list of the employees on board the particular vessel.

### § 7

The mustering shall be performed by the mustering authority at the first place which is deemed more convenient according to the circumstances in each individual case.

An employee under obligation to muster, who commences service or is engaged for other service on board without having signed on/re-mustered, either because there is no mustering authority at the place or because it has been impossible for some other reason to perform mustering, shall be signed on/re-mustered in the first port at which the vessel calls and where there is a mustering authority.

An employee under obligation to muster who takes service in Norway on a Norwegian vessel which is abroad, shall as far as possible be signed on before he leaves Norway.

### § 8

The mustering authority concerned shall keep a separate journal («mustering journal») of the musterings performed, which shall be filed for 3 – three – years.

A report on the mustering which has been performed («mustering report») shall be sent to the Directorate for Seamen as soon as possible.

The mustering journal, engagement report and discharge report as well as crew list for employees signed on (cf. § 6) shall be issued on one of the set of forms prescribed by the Directorate for Seamen.

### § 9

The master of the vessel shall be responsible for the observance of the provisions of this regulation concerning mustering and list of employees on board, and ensure that the Mustering Act and the Regulation are kept on board and available to the employees.

During the vessel's stay in port, the master or his authorized representative is obliged, at the request of the mustering authority, if necessary by appearing in person at the office of the mustering authority, to furnish the information and produce such documents regarding the vessel, its crew and other matters as the mustering authority may require for the purpose of implementing the provisions of this regulation.

If the mustering authority is informed that there are deficiencies in the manning of the vessel which the master of the vessel does not remedy, the mustering authority shall inform the local ship control authority or the Maritime Directorate.

**Chapter III.**  
**Signing on**  
**§ 10**

On signing on, the following documents shall be delivered to the mustering authority concerned:

1. a list of the employees who are to be signed on;
2. records of service, sea service books, certificates or other seamen's documents as well as for first-trippers a certificate showing their age, and if the person concerned is under 18 years of age, permission by the guardian to serve at sea;
3. for foreign trade:
  - a. valid passport;
  - b. necessary permit to leave the country/permit to sign ship's articles (for persons liable to enrolment, military service and service in the Home Guard as well as civilian national service);
  - c. permit from the police to sign ship's articles (for aliens signing on in Norway);
4. required medical certificate;
5. required vaccination certificate;
6. seaman's tax card;
7. employment permit for aliens (except Nordic citizens) in Norwegian waters;
8. the employment agreement that has been agreed upon;
9. relevant collective wages agreement as required by the mustering authority.

**§ 11**

The mustering authority shall examine the documents named in § 10 and ensure that

1. the employee has not been excluded from service in the merchant marine by the competent public authority;
2. the employee is qualified in accordance with qualification regulations in force at any particular time to serve in the position for which he/she has been engaged – or is granted dispensation from the qualification requirements;
3. the medical certificate is valid and satisfies the requirements made for the position to which the person concerned has been engaged;
4. the employee's military service obligations do not prevent him from serving at sea (foreign trade);
5. the passport is valid and provided with any necessary visas;
6. an alien employee's employment permit/permit to sign ship's articles is valid;

7. an alien employee has the necessary language ability/and – if the mustering authority concerned is specially empowered thereto – is subjected to a language test and given a language certificate;
8. the employment agreement has been/is written in accordance with the form which has been prescribed for such agreement and does not contain any special terms that are contrary to law or agreement;
9. the status of domicile of the employee is made clear and duly verified;
10. Norwegian employees and alien employees domiciled in the Nordic States are in possession of a seaman's tax card; alien employees domiciled outside the Nordic States subjected to correct tax deduction (class 1 or 2)/or exempted from tax deduction to Norway.

The mustering authority shall furthermore to the extent that is deemed appropriate and the vessel is in the district where the mustering is conducted, ascertain that the size of the crew is in accordance with the vessel's specification of crew and that the qualifications of the employees on board are in accordance with the relevant provisions in force. The mustering authority may in this connection require that the vessel's trading certificate, specification of crew, crew list together with the professional and required medical certificate (cf. § 9, second paragraph) of the employees on board, be submitted.

## § 12

On signing on, the employee shall be present and, if possible, a representative of the shipping company/employer.

The Directorate for Seamen may exempt certain specified groups of employees from the requirement for personal attendance.

The mustering authority shall for first-trippers and foreigners, and, on request, also for other employees, examine the employment agreement and explain its contents.

The employee's record of service, sea service book, certificate or other seamen's document shall be endorsed to the effect that the employee has been signed on, and shall be stamped and signed by the mustering authority.

The set of forms entitled «Mustering Report/Crew List» shall be completed and distributed in accordance with specified provisions.

On signing on in Norway to foreign trade, a report shall moreover be sent to the military authority concerned in accordance with the provisions in force.

## **Chapter IV. Signing off.**

### **§ 13**

The employee shall be signed off upon departure from service on board when the employment relationship is terminated.

On signing off with the mustering authority, the vessel's master/his representative shall if possible appear in person before the mustering authority together with the employee(s) terminating service.

The master/his representative shall submit the passport, record of service, sea service book, certificate or other seamen's document.

Abroad, signing off with the mustering authority may be omitted, provided that the parties agree to it. In such a case, the master proceeds in accordance with § 15. If an employee under 18 years of age departs from service or if the departure is due to illness/injury, getting left behind, dismissal, termination not authorized by law or collective wages agreement, shipwreck, death, lay-up, lay-off where the shipping company has no other work to offer, or sale of the vessel, signing off shall still take place with the mustering authority or, if necessary, in accordance with § 15 at places where there is no mustering authority.

If the employee otherwise departs from service under the employment relationship without returning to the same vessel, and the provisions of chapter VI are not applicable, the master is to notify the Directorate for Seamen.

### **§ 14**

The mustering authority shall verify that there is nothing to prevent the employee from disembarking at the place, that proper settlement has been made and that the employee, moreover, receives what he, according to law or agreement, may be entitled to as regards care, subsistence, repatriation etc.

If the employee has no objections to the settlement, the mustering authority shall certify this on the wages settlement form. If so requested, the mustering authority shall go through the settlement items and the rest of the settlement with the employee.

The Crew List and Discharge Report are completed and distributed pursuant to specified provisions.

If the employee is not present, signing off may still take place. The mustering authority shall in such case safeguard the employee's interests as far as possible. The employee's passport, record of service, sea service book, certificate or other seamen's document as well as an extract of the ship's log, shall in such case be taken care of by the mustering authority.



If the employee does not accept the settlement, or if he has any other objections to make, the mustering authority shall examine the matter further, and if necessary try to mediate between the parties. Failing this, the mustering authority in Norway shall endorse the wages settlement form with a statement concerning the object of the dispute and guide the parties in what way the claim may be furthered. Abroad, the foreign service station concerned shall decide the dispute, provided the employment relationship of the person concerned is covered by the Seamen's Act.

### § 15

On terminating service at a place where there is no mustering authority, the employee shall if possible appear in person before the master of the vessel together with the particular elected representative of the crew, or, if the employee belongs to a group for which such representative has not been elected, with a witness called by the employee.

The master shall submit the documents named in § 13, third paragraph.

The master shall ensure that the employee may disembark at the place in question, that the settlement is correct and ensure that the employee otherwise receives what he, according to law or agreement, is entitled to as regards care, subsistence, repatriation etc.

If the employee does not have any comments regarding the settlement, the witness shall certify this on the wages settlement form. If so requested, the master shall go through the settlement items and the rest of the settlement with the employee.

The master shall arrange for information about among other items compensatory days due and vacation days due and any extra vacation due, as well as time and place of termination of service and reason for discharge to be entered in the proper spaces of the forms «Crew List» and «Discharge Report». The forms shall be stamped with the vessel's stamp and signed by the master and the witness.

The master shall arrange for the «Discharge Report» and the «Crew List» together with an extract of log, if any, to be forwarded to the Directorate for Seamen as soon as possible.

Entries in the record of service/sea service book as mentioned in § 16, are to be made by the mustering authority, if necessary at the next signing on.

If the employee is not present, the same procedure shall be followed, the witness safeguarding the interests of the absentee as far as possible. If a crew's representative has not been elected for the group to which the employee belongs, and he himself has been unable to

appoint one, the witness should if possible be taken from the group concerned.

As to the employee's personal papers and belongings, a list shall be drawn up and signed by the master and the witness. The master takes care of these belongings and delivers them with the list to the nearest Norwegian foreign service station if the vessel is abroad and is not calling at a Norwegian port in the near future.

If the employee has any objections to the settlement or has other objections to make, he may decline to sign the wages settlement, and inform the ship's master that he wants to be signed off by a mustering authority. The ship's master is also entitled to demand signing off by a mustering authority. In such cases the master shall as soon as possible inform the mustering authority at the first place deemed more convenient under the circumstances in each individual case (cf. § 7, first paragraph) and arrange for signing off to be performed.

### **§ 16**

Accumulated service time is calculated from the date of signing on to the date of signing off, both days inclusive, except for the cases mentioned in § 7, second paragraph, § 13, fourth paragraph and § 15, in which case accumulated service time shall be calculated from the date of commencing service to the date of terminating service, both days inclusive. Further provisions regarding calculation and entry into the record of service/sea service book of service time, vacation and free days due etc. are to be determined by the Directorate for Seamen.

## **Chapter V. Re-mustering § 17**

On re-mustering a representative of the vessel shall appear before the mustering authority concerned (cf. § 7, first and second paragraphs) and submit the employment agreement, the forms «Crew List» and «Discharge Report» (cf. § 12, fifth paragraph) with an endorsement concerning the alteration of the agreement.

Moreover he shall submit the employee's sea service book, certificate or other seamen's document, together with the required medical certificate. On re-mustering from Norwegian waters to foreign trade the documents mentioned in § 10, items 3 and 5 shall also be submitted.

On re-mustering in accordance with § 18, third paragraph, the approval mentioned in the second paragraph of the section shall also be submitted.

The mustering authority shall control that there is nothing to prevent the re-mustering of the employee (cf. §§ 11 and 19).

When the re-mustering is completed the submitted documents shall be endorsed with a statement to the effect that re-mustering has taken place, be stamped and signed by the mustering authority, after which the documents shall be returned to the representative of the vessel.

A report of the re-mustering shall be sent to the Directorate for Seamen on a special form prescribed by the directorate. On re-mustering from Norwegian waters to foreign trade a report shall moreover be sent to the military authority concerned (cf. § 12, last paragraph).

On re-mustering the employee is entitled to appear in person before the mustering authority.

## **Chapter VI.**

### **Simplified mustering of ambulating crew members.**

#### **§ 18.**

The Directorate for Seamen may on application from the shipping company approve an arrangement to the effect that an employee under obligation to muster, who is frequently reassigned to other vessels owned/managed by the shipping company, is exempted from signing on upon transfer from one vessel to another. The application shall be written on a special form prescribed by the Directorate for Seamen which also prescribes further conditions for such approval.

One copy of the approval from the Directorate for Seamen shall be kept on board each vessel covered by the arrangement.

If the employee shall take over another position than the one to which he was originally mustered, he must be re-mustered. This also applies when he is transferred from service in Norwegian waters to foreign trade as well as when he commences service on board a ship which is brought into the arrangement in accordance with a new approval from the Directorate for Seamen.

If the ambulatory service commences/terminates on board a vessel of less than 100 gross register tons, the employee shall without regard to what has been stated in § 5, second paragraph no. 1, be mustered in the usual way.

#### **§19**

On signing on for ambulatory service the following, in addition to what has been stated under sections 10–12, shall be observed:

1. the shipping company or its representative shall submit to the mustering authority the approval for simplified mustering which has been issued by the Directorate for Seamen,
2. the mustering authority shall ensure that

- a. the employee has the required qualifications/certificate for the position on every vessel to which the ambulatory service applies and for the trade in which the vessels are engaged,
- b. «Amb» is entered (stamped) in the employee's seaman's document and in the set of forms mentioned in § 8, third paragraph (cf. § 12, fifth paragraph),
- c. the name of the shipping company, that the employee is obliged to do ambulatory service with an approved simplified mustering arrangement, the date of the Directorate for Seamen's approval, as well as whether the approval applies to Norwegian waters and/or foreign trade are entered.

During the employment relationship the forms «Crew List» and «Discharge Report» shall accompany the employee to the vessels on which he serves.

## § 20

The shipping company is at any time obliged to submit to the mustering authority and/or the Directorate for Seamen such information about the employment relationship of an employee as the directorate may require. If the shipping company does not comply with such request from the directorate, or in any other way fails to comply with the conditions on which the approval for simplified mustering are founded, the directorate may withdraw the approval.

## Chapter VII.

### Crew list

## § 21

A crew list (cf. § 6) for employees who are under obligation to muster, shall, when signing on is performed, be issued by the proper mustering authority on the set of forms which is mentioned in § 8, third paragraph.

The provision in the first paragraph applies correspondingly to employees who are not under obligation to muster but who are mustered at their own request or that of their employer (cf. § 5, third paragraph).

On board vessels with a crew which is under obligation to muster, the master shall for other employees, who are not under obligation to muster, ensure that a crew list is made out on the special set of forms prescribed by the Directorate for Seamen.

## § 22

The crew list mentioned in § 21, last paragraph, shall contain information about the employee's personal data, next of kin, the

name of the vessel, home port and signal letter, the position the person concerned has on board, the employer's name and address as well as the time and place for the commencement/termination of service.

### **§ 23**

The Directorate for Seamen is authorized to prescribe more detailed provisions for the completion and use of the above-mentioned crew list and may, in special circumstances, grant exemption from the provisions in the foregoing section at the request of the shipping company concerned.

## **Chapter VIII.**

### **Mustering certificate/Personal declaration.**

### **§ 24**

At places where there is a mustering authority, vessels with employees on board who are under obligation to muster must not receive outward clearance from Norway before a certificate has been issued by the mustering authority to the effect that the requirements made to the master and crew under the Mustering Act and this regulation have been satisfied, and that the size and qualifications of the crew are in accordance with the regulations applying thereto.

Before such certificate is issued, the mustering authority may require that the vessel's trading certificate, specification of crew, crew list for all crew members as well as certificates or dispensations, if any, for those who serve in positions on board requiring certificates, as well as other documents which the mustering authority may require, be submitted.

If the requirements have been satisfied, the mustering certificate may be issued. This is to be kept on board and shown to authorities on request.

If the mustering authority finds that it is unable to issue such mustering certificate on the basis of the submitted documents, the vessel's master/his representative shall be notified thereof at once. If there are deficiencies in the manning which cannot be remedied before the vessel sails, the vessel cannot leave the port unless the master of the vessel pursuant to the manning regulations for vessels, notwithstanding finds it safe to continue a particularly short voyage. If cases of doubt arise concerning the deficiencies, the mustering authority shall communicate with the local representative of the ship control authority or the Maritime Directorate.

If impossible or associated with disproportionately great difficulties to obtain or prepare the mustering certificate, the personal declaration authorised in § 25 may be used.

### **§ 25**

At a place where there is no mustering authority, or where there is a mustering authority but the inspection referred to in § 24 has not been done, the master of a vessel with employees under obligation to muster shall, prior to outward clearance make a declaration that the manning and mustering conditions as of departure conform with the regulations in force.

The declaration is written on a form prescribed by the Directorate for Seamen, and is sent to the nearest mustering authority directly before departure of the vessel.

## **Chapter IX.**

### **Record of service/sea service book.**

### **§ 26**

Every employee who shall muster for service on board a Norwegian vessel shall have either a Norwegian record of service or a sea service book issued on a form prescribed by the Directorate for Seamen which also prescribes further provisions relating to their contents and use.

### **§ 27**

A record of service shall be issued by the mustering authority in Norway and by Norwegian foreign service stations to an alien even if he has previously served on a Norwegian vessel without such document. Previous service, duly evidenced, on a Norwegian vessel shall at the same time be entered in the record of service.

### **§ 28**

A sea service book shall be issued to Norwegian citizens by the District Chief of Mustering in Norway the first time they sign on.

A sea service book may also be issued to an alien who obtains a Norwegian certificate. In such cases, the particular part of the sea service book denoting the seamen's proof of identity is suitably obliterated.

## **Chapter X**

### **Mustering on ships in the Norwegian International Ship Register.**

#### **§ 29**

The provisions of this regulation apply to vessels registered in the Norwegian International Ship Register, with the limitations as specified below.

Norwegian citizens, aliens domiciled in Norway and aliens who are to start on board in jobs requiring certification shall be mustered in the conventional manner without limitations.

Aliens not domiciled in Norway and employed by foreign employers in order to serve passengers on cruise ships are exempted from conventional mustering. For these aliens, the master shall as regards § 11 no. 3 see that the requirements of the Seamen's Act concerning the health certificate are satisfied. The master shall, in addition, make entries into the record of service, as mentioned in § 30, regarding information on service time, cf. § 16. Employees referred to in this paragraph are entitled to require that they be subjected to such control as referred to in the fourth paragraph no. 1.

For other aliens, who do not belong to the groups specified in § 5 second paragraph, the master shall:

1. Carry out the control which is assigned to the mustering authority/master with reference to §§ 10, 11, 12, 15 and 17, cf. § 5, first paragraph.
2. Give notification regarding these persons to the Directorate for Seamen by filling out and sending the list prescribed or approved by the Directorate for Seamen.
3. Make entries into the record of service referred to in § 30 with regard to information on service time, cf. § 16.

For persons as specified in the fourth paragraph, signing off shall however take place at the mustering authority with reference to §§ 13 and 14 when departure is due to the employee's illness/injury, or to the termination of the employment relationship as a consequence of the employee's death.

The master shall otherwise be particularly attentive to the provisions of §§ 6, 9, 24 and 25.

#### **§ 30**

For aliens who receive proof of qualifications or are signed on pursuant to the provisions of § 29, fourth paragraph, the record of service is issued by the mustering authorities in accordance with the provisions of § 27.

For aliens not domiciled in Norway and employed by a foreign

employer in order to serve passengers on a cruise ship, the record of service is issued by the mustering authorities in accordance with the provisions of § 27 when the employee requests to receive such a record of service.

As to aliens not domiciled in Norway and employed by the foreign employers to serve passengers on cruise ships, records of service are issued by the mustering authority in accordance with the provisions of § 27.

Immediately following issuance, the mustering authority sends notification of the issuance, in accordance with provisions issued by the Directorate for Seamen.

## **Chapter XI.**

### **Mustering fees.**

#### **§ 31**

For mustering done in Norway, there is no fee charged.

Abroad the provisions of the Instructions for the Foreign Service and the table of fees prescribed by the Foreign Service are applicable unless otherwise prescribed by the Directorate for Seamen.

## **Chapter XII.**

### **Exemptions from the regulation, penal provisions, coming into force.**

#### **§ 32**

The Directorate for Seamen may permit the provisions of this regulation to be set aside to the extent considered necessary.

#### **§ 33**

Contravention of this regulation is punishable by fines pursuant to the General Civil Penal Code of 22 May 1902, § 339 subsection 2, provided a more severe penalty is not applicable under other laws.

#### **§ 34**

This regulation enters into force on 1 July 1987.

From the same date, the regulations of 16 June 1975 concerning the mustering of employees on board ships etc. are repealed.