



Dominion Crew Solutions

Cost-effective crew
employment and
payroll services

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Dominion Crew Solutions

- Effective mitigation of employers' EU social security liabilities
- Removal of employment liabilities from the yacht owner
- Cost-effective all inclusive fee
- Crew contracts of employment are fully compliant with all maritime employment legislation
- Timely and efficient payment of salaries including multi-currency functionality
- Experienced and professional team providing 24/7 guidance on all crew employment matters
- Full International Crew Benefits package
- Used by over 100 of the world's most prestigious superyachts

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What you need to know

As a yacht owner or captain, with responsibility for crew members, there are some issues you need to be aware of, particularly in the current economic climate.

The ILO Maritime Labour Convention 2006* (MLC) is expected to be ratified during 2012. This will create many new rights for employees and obligations for employers.

The Convention sets out seafarers' rights to decent working conditions. It has been designed to complement the key conventions of the International Maritime Organisation.

Following a transitional period, all maritime employers will be expected to meet the requirements as defined in the MLC. Vessels and employers will be subject to regular audits to ensure compliance.

A key part of the MLC is that all seafarer employers will be subject to periodic inspections to ensure compliance. Accordingly, it is imperative that the employment of crew takes place in a manner that is fully MLC compliant.

*For further details visit www.ilo.org



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Social Security Liabilities

The Dominion Crew Solutions team are maritime employment specialists who can ensure full compliance with all employment legislation and employers' EU social security contribution requirements.

The key social security liability triggers for EU employers are the following:

- If the crew member is an EU resident and is paid or employed from the same EU country
- If a crew member, resident in an EU or RA* country, works on an EU registered vessel and is paid or employed from the country of registration (including the Isle of Man)
- If the employee is resident in an EU or RA country, the vessel is registered in an EU country and the employee is paid and/or employed from an EU country**

Yacht owners need to review social security liabilities now, to ensure compliance. Failure to comply with these obligations may lead to fines or other penalties.

* RA=Reciprocal Agreement

** This scenario became effective following the implementation of regulation (EC) 883/2004 on 1st May 2010.



The Dominion Solution

In order to address crew employment issues we have implemented the most practical and cost-effective solution, now used by more than 100 of the world's most prestigious superyachts.

The Dominion Crew Solutions (DCS) structure has been developed with substantial tax and legal advice and is designed to employ seafarers and pay crew salaries from outside the EU and Isle of Man. This eliminates EU employers' social security liabilities for those crew, regardless of the seafarer's country of residence and the vessel's country of registration.

In addition, DCS issues crew contracts, resolves crew disputes, verifies crew qualifications, manages crew dismissals, ensures contractual compliance with the MLC, produces pay slips, establishes leave logs and ensures continued compliance with social security legislation as it evolves.

This solution works perfectly for owners and crew members, with little administration required to establish the new structure.

As always, DCS has ensured that the client's interests are at the heart of any decision making process.



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Why choose DCS?

We are always upfront with our clients in terms of costs and have an excellent reputation in the industry for providing professional services at a fair price. We believe in value for money and really feel we have implemented the best solution that is both effective and competitively priced.

The all inclusive fee proposed for this structure is a small percentage of the seafarer's salary. There are no hidden annual management or contract of employment fees.

Our experienced and professional team provide 24/7 guidance on all crew employment matters, ensuring we deliver the highest standards of customer service.

DCS can now offer an exclusive International Crew Benefits Package to all employees. This package has been carefully designed specifically with the needs of yacht crew and vessel owners in mind.



What happens next?

Should you decide to proceed with our services, we shall start the transition process immediately and ensure that it is handled with the minimum disruption to all parties.

Our expert staff will be on hand to guide you through the implementation process and to offer advice on all aspects of crew employment and payroll options.

Furthermore, from the date of employment, crew can take advantage of our extensive International Crew Benefits Package, tailored to their individual needs.



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For further information please contact us

If you would like more information about the MLC 2006, social security liabilities and how you may be affected by the changes, or you would like to find out more about the Dominion solution, please do not hesitate to contact Simon Roberts, Head of Dominion Crew Solutions.

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