



Marine Circular Nr. 02/2026, 6/4/2026

Subject: "Implementation of IMO Resolution MSC.560(108) – Amendments to Section A-VI/1-4 of the STCW Code (Personal Safety and Social Responsibility – PSSR)"

Ref: IMO Resolution MSC.560(108)

To: Shipowners, Ship Managers, Masters, Officers and Seafarers serving on board G-B ISR-flagged vessels, Manning Agents, Recognized Organizations (ROs), ISM Auditors, and all other concerned stakeholders.

1. Objective

1.1 The purpose of this Marine Circular is to inform all stakeholders of the **mandatory implementation of IMO Resolution MSC.560(108)**, adopted by the Maritime Safety Committee (MSC) on 23 May 2024, which introduces amendments to Part A of the Seafarers' Training, Certification and Watchkeeping (STCW) Code concerning Personal Safety and Social Responsibility (PSSR).

1.2 The amendments revise Table A-VI/1-4 of the STCW Code, establishing updated minimum standards of competence related to personal safety, social responsibilities, and the prevention of violence and harassment in the maritime workplace.

1.3 This Marine Notice provides guidance to shipowners, companies, masters and Recognized Organizations on the implementation and verification of the amended requirements on board vessels flying the flag of the Republic of Guinea-Bissau.

2. Background

2.1 The Maritime Safety Committee (MSC), at its 108th session, adopted Resolution MSC.560(108) introducing amendments to Chapter VI of Part A of the STCW Code relating to emergency, occupational safety, security, medical care and survival functions.

2.2 The amendments fully replace Table A-VI/1-4 – Specification of minimum standards of competence in Personal Safety and Social Responsibility (PSSR).

2.3 The revised standards introduce additional competencies related to:

- a. the prevention of violence and harassment in the maritime workplace, including sexual harassment, bullying and sexual assault;
- b. identification and reporting procedures for incidents of violence and harassment;
- c. appropriate response and support mechanisms for victims;
- d. effective communication and teamwork on board ships;
- e. fatigue awareness and management; and
- f. reinforcement of safe working practices and environmental protection responsibilities.

2.4 These amendments reflect the increasing international emphasis on safe and respectful working environments at sea, consistent with the objectives of the STCW Convention and related maritime labour and safety frameworks.

3. Entry into Force

3.1 In accordance with Article XII of the STCW Convention, the amendments adopted by Resolution MSC.560(108):

- a. were deemed accepted on 1 July 2025, and
- b. entered into force on 1 January 2026.



- 3.2 Subsequently 1st January 2026, all relevant Basic Safety Training (BST) / PSSR training courses shall comply with the amended provisions of STCW Code Table A-VI/1-.
- 3.3 The provisions of this Marine Notice shall apply to all GB ISR vessels.

4. Status of Existing Certificates

- 4.1 Certificates of Proficiency in Basic Safety Training (BST), including the PSSR element, issued prior to 1 January 2026, shall remain valid until their stated expiry date, provided that they were issued by an Administration included in the STCW White List.
- 4.2 Holders of such certificates may continue to serve on board G-B ISR-flagged vessels without the requirement for immediate additional training.
- 4.3 Upon renewal or revalidation of Basic Safety Training certification after 1 January 2026, seafarers shall complete training compliant with the amended STCW Code Table A-VI/1-4.
- 4.4 As the G-B International Ships Registry does not conduct training or issue Certificates of Proficiency, the Registry shall continue to recognize and endorse certificates issued by other Administrations included in the STCW White List, provided that they comply with the amended STCW provisions.

5. Obligations of Companies and Ship Management

- 5.1 Companies responsible for the operation of G-B ISR-flagged vessels, in accordance with STCW Regulation I/14 and the ISM Code, shall ensure that all seafarers joining a vessel receive appropriate familiarization training prior to assuming their duties.
- 5.2 Such familiarization shall include, inter alia:
- awareness of the amended PSSR competence standards;
 - the company's zero-tolerance policy regarding violence, harassment, and bullying;
 - procedures for reporting incidents of harassment, bullying, or assault;
 - shipboard procedures addressing fatigue management, communication, and teamwork;
 - reinforcement of safe working practices and environmental protection responsibilities.
- 5.3 Companies shall ensure that the above elements are incorporated into the ship's Safety Management System (SMS).
- 5.4 The familiarization process shall be documented, and records shall be maintained on board for verification by:
- Flag State Inspectors;
 - Recognized Organizations;
 - Port State Control authorities; and
 - Maritime Labour Convention (MLC) inspectors.

6. Responsibilities of the Master

- 6.1 The Master of the vessel shall ensure that:
- all seafarers joining the vessel receive appropriate shipboard familiarization in accordance with STCW requirements;
 - familiarization includes the updated PSSR competence requirements introduced by Resolution MSC.560(108);
 - proper records of familiarization and training are maintained on board; and
 - any incident related to violence or harassment is handled in accordance with the company's procedures and applicable international regulations.

7. Responsibilities of Recognized Organizations and ISM Auditors



G-B INTERNATIONAL INTERNATIONAL SHIPS REGISTRY OF GUINEA-BISSAU

MAR CIR 02/2026, 06-04-2026

7.1 Recognized Organizations (ROs) acting on behalf of the Guinea-Bissau International Ships Registry shall:

- a. verify during statutory and ISM audits that companies have implemented procedures reflecting the amended STCW requirements;
- b. confirm that companies maintain documented evidence of seafarer familiarization;
- c. review the integration of anti-harassment policies and reporting procedures within the ship's SMS;
- d. report any non-compliance with the provisions of this Marine Circular to the G-B ISR without delay.

8. Flag State Compliance Monitoring

8.1 The G-B International Ships Registry will monitor the implementation of Resolution MSC.560(108) through:

- a. Flag State inspections;
- b. ISM Code audits conducted by Recognized Organizations;
- c. MLC inspections; and
- d. Port State Control inspections.

8.2 Non-compliance may result in observations, corrective action requests, or other administrative measures, as deemed appropriate by the G-B I.S.R.

9. Applicability

9.1 The provisions of this Marine Circular shall apply immediately upon its issuance.

9.2 This Marine Circular remains valid until amended, withdrawn, or superseded by subsequent guidance issued by the G-B International Ships Registry.

10. Further Information

10.1 For further information or clarification, please contact:

G-B I.S.R. / Seafarers Certification (STCW) Division

Email: stcw1@gbi-lb.org

Tel: +30 210 4530972

For the Guinea-Bissau International Ships Registry

Authorized Signatory:

Office of the General Ships Registrar



Encl.: IMO Resolution MSC.560(108) (p. 7)