

**Guidelines and Recommendations to Shipowners and Ship Managers for Seafarers' Recruitment and Promotion Consideration**  
**船東和管理公司在船員招聘和擢升時之指引及建議**

*The category of ratings engaged on the vessel, the Standards of Training, Certification and Watchkeeping (STCW 95) Certificates they hold and their experience*  
*在船上工作的普通船員的級別與他們所持有的95培訓公約證書與工作經驗*

Ratings forming part of a navigational watch or an engine room watch must hold Navigational or Engine Room Watch Rating Certificates as appropriate, in addition to the sea service requirements listed below.

除下列所需服務要求外，負責值班職責的普通船員應持有導航值班或機房值班普通船員證書。

**[There is no statutory requirement for ratings to hold Watch Rating Certificates if they are not engaged on watchkeeping duties]**  
**[法例並沒有規定不執行值班職責的普通船員須持有值班證書]**

Junior Seaman 初級船員	)	-	Completed the relevant pre-sea training only.
Junior Motorman 初級機工	)	-	只須完成有關出海前的培訓課程
Seaman III* 三級船員*	-	(a)	6 months deck sea service; <u>OR</u> 在甲板部服務滿6個月；或
		(b)	2 months deck sea service + E.D.H. Certificate. 在甲板部服務滿2個月及持有全能精練甲板證書
Seaman II 二級船員	-	(a)	24 months deck sea service; <u>OR</u> 在甲板部服務滿24個月；或
		(b)	12 months deck sea service + E.D.H. Certificate 在甲板部服務滿12個月及持有全能精練甲板證書
Seaman I 一級船員	-	(a)	42 months deck sea service; <u>OR</u> 在甲板部服務滿42個月；或
		(b)	36 months deck sea service + A.B. Certificate 在甲板部服務滿36個月及持有高級水手證書
Motorman III** 三級機工**	-		6 months E.R. sea service. 在機房的海上服務滿6個月
Motorman II 二級機工	-		12 months E.R. sea service. 在機房的海上服務滿12個月
Motorman I 一級機工	-		24 months E.R. sea service. 在機房的海上服務滿24個月
G.P. III 三級全能船員	-	(a)	6 months sea service in a G.P. capacity; <u>OR</u> 全能船員服務滿6個月；或
		(b)	a combination of 6 months sea service in Deck and E.R. capacities. 合併甲板部和機房部服務滿6個月
G.P. II 二級全能船員	-	(a)	18 months sea service in a G.P. capacity; <u>OR</u> 全能船員服務滿18個月；或
		(b)	a combination of 18 months sea service in Deck and E.R. capacities. 合併甲板部和機房部服務滿18個月
G.P. I 一級全能船員	-	(a)	42 months sea service in a G.P. capacity; <u>OR</u> 全能船員服務滿42個月；或
		(b)	a combination of 42 months sea service in Deck and E.R. capacities. 合併甲板部和機房部服務滿42個月
N.B. 備註	(i)		The requirements for A.B. are stipulated in the Merchant Shipping (Seafarers)(Certificates of Competency as A.B.) Rules (Cap. 478); and (i) 高級水手的要求已列明於商船(海員)(高級水手合格證書) 規則；和
	(ii)		The requirements for watchkeeping ratings shall comply with STCW 95 (ii) 值班普通船員的要求須符合95培訓公約

\* For - MOD vessels with Conventional manning a Seaman III may be substituted by an experienced deck cadet (minimum of 6 months sea service) who has received training with regard to mooring operations and the dangers related thereto.

\* 在 - MOD 船隻由傳統制人手配備時，船上一名三級船員可由一名有經驗的甲板學生所替代 (至少有六個月海上服務經驗)，該學生需具備有關船纜系靠操作的訓練及了解其中的危險。

\*\* For N/UMS vessels with Conventional manning a Motorman III may be substituted by an experienced engineer cadet (minimum of 6 months sea service).

\*\* 在N/UMS 船隻由傳統制人手配備時，船上一名三級機工可由一名有經驗的輪機學生所替代 (至少有六個月海上服務經驗)。

Officers and ratings assigned specific duties and responsibilities related to cargo or cargo equipment on tankers shall have completed an approved shore-based fire-fighting course in addition to the training required by regulation VI/1 of the STCW 95 and shall have completed:

在油輪上被指派特定任務及負責有關所載油類或其設備的高級及普通船員，除具有已修改之95培訓公約，第VI/1條規例外，應完成一認可之岸上防火課程。除此以外仍需完成以下要求：

- at least three months of approved seagoing service on tankers in order to acquire adequate knowledge of safe operational practices; or  
為達致足夠安全操作實習的知識，至少有三個月在油輪上認可的海上服務，或
- an approved tanker familiarization course covering at least the syllabus given for that course in the appropriate part of section A-V/1 of the STCW Code.  
一認可的油輪熟習課程，課程需至少包括船員值班規則第A-V/1段內有關的內容。

**Abbreviations**

E.R.	-	Engine Room	E.D.H.	-	Efficient Deck Hand
G.P.	-	General Purpose	N/UMS	-	Non/Unmanned Machinery Space
A.B.	-	Able Bodied Seaman	MOD	-	Mooring Lines on Drums

For any enquiries above, please approach the Marine Department, Mercantile Marine Office at Tel: (852) 2852 3063 or Fax : (852) 2545 4669

如對上述有任何查詢，請聯絡海事處商船海員管理處，電話號碼：(852)2852 3063，傳真號碼：(852)2545 4669