

**DRAFT**

DGS Order No. XX of 2025

**Subject: Introduction of Mandatory PowerPoint Presentation by Top Management of New RPSL Applicants Before the MLC Compliance Board as Part of the Approval Process – reg.**

The Directorate General of Shipping (DGS), Ministry of Ports, Shipping and Waterways, Government of India, is the competent authority under the Merchant Shipping Act, 1958, the MS (RPS) Rules, 2016 and aligned with Regulation 1.4 of the Maritime Labour Convention (MLC), 2006 for regulating the approval, oversight, and compliance of Recruitment and Placement Service License (RPSL) companies.

2. In line with the Directorate's efforts to promote ethical recruitment, regulatory transparency, and management accountability, and drawing a parallel from the approval process of new Maritime Training Institutes (MTIs), it has been decided to introduce a mandatory Power Point presentation by the top management of new RPSL applicant companies as part of the final stage of the RPSL approval process.

3. The Power Point presentation shall be made by the top management only after completion of all preliminary regulatory formalities, such as successful inspection by the Recognized Organization (RO) and application is submitted to the DSEO office.

4. The presentation shall be delivered before the MLC Compliance Board, constituted by the Directorate vide DGS Order 13 of 2024 dated 14.08.2024 for final screening and evaluation. The MLC Compliance board meets once bi-weekly, and the applications will be put up to the Board for final screening and issuance of the directives to the respective DSEO.

5. The presentation must be delivered by the Managing Director, CEO, Promoter, or equivalent member of the top management along with Marine personal such as Master or Chief Engineer officer holding CoC issued or Recognized by the Government of India. The presence of authorized representatives or consultants will not be accepted in lieu of the top management. The presentation may be conducted in person or through a secure virtual platform as notified by the Directorate.

6. The PowerPoint presentation must include, but shall not be limited to, the following aspects:

### **6.1 Company Profile and Promoter Credentials**

- Corporate structure, ownership details, affiliations (if any)
- Background of promoters and key personnel

### **6.2 Business Plan and Recruitment Vision**

- Vision, mission, and business objectives
- Proposed seafarer strength and segment (officers, ratings, cadets)
- Manning strategy and client base

### **6.3 Operational Infrastructure and Staffing**

- Office infrastructure, organizational chart
- Technical and administrative staff qualification
- Crew management systems and grievance redressal tools

### **6.4 Legal and Regulatory Preparedness**

- Knowledge of the Merchant Shipping Act, RPSL Rules, MLC 2006
- Internal procedures for contract signing, placement, medical, insurance
- Sample SOPs and contractual templates

### **6.5 Ethical Recruitment Standards**

- Anti-fraud safeguards, awareness mechanisms
- Zero tolerance for touts or illegal agents
- Transparency with seafarers at all stages

### **6.7 Seafarer Welfare and Risk Mitigation**

- Health cover, emergency repatriation procedures
- Counseling, helplines, orientation support

### **6.8 CSR and Industry Contribution (Optional)**

- Initiatives for education, awareness, or maritime welfare

7. The presentation shall be submitted in .ppt or .pptx format to the designated DGS email/portal ([crews-dgs@nic.in](mailto:crews-dgs@nic.in)) at least 3 working days before the scheduled MLC Compliance Board meeting. Non-submission or absence of top management during the presentation shall lead to deferral of approval. The board may recommend additional clarifications or modifications prior to granting final approval for employing Indian seafarers by the RPSL.

8. This Order shall come into effect immediately for all new RPSL applications. Applications that have not yet reached the login credential stage shall also be brought under this requirement.

9. This directive aims to ensure that only serious, well-prepared, and accountable organizations are authorized to recruit Indian seafarers. The introduction of this presentation will help assess the applicant's readiness, legal awareness, infrastructure strength, and ethical outlook, contributing to a more robust and transparent approval system.

(Shyam Jaganathan)  
Director General of Shipping