Crew Mental Health Policy Template

A plain starting point for a company policy. Fill in the blanks, adapt it to your fleet, and check it with your own legal and medical advisers.

This is a template

It is not legal or medical advice. Check it against your flag state, your collective agreement and the law of each country you recruit from.

1. Our commitment

[Company name] cares about the mental health of every seafarer we employ. We want crew to ask for help early, without fear of losing their job. We treat mental health like physical health.

2. What we will do

- Give every crew member free, private support. For example, SeafarerHelp (+44 20 7323 2737, 24 hours) and [company support line].
- Train the master and the officer in charge of medical care to spot signs of distress and to respond to a suicide risk.
- Give crew fair internet access so they can stay in touch with home.
- Respect hours of rest and plan workloads so crew can sleep.
- Take bullying and harassment complaints seriously, with a private way to report them.
- Support crew to come home early for urgent family reasons, as the contract and the law allow.

3. Privacy

What a seafarer tells us about their mental health is private. We share it only with people who need to know to keep them safe, or where the law requires it.

4. If someone may be at risk of suicide

- Ask them directly if they are thinking about killing themselves. Listen without judging.
- Do not leave them alone, day or night. Keep them away from open decks and rails.
- Lock the medicine chest. Remove their own tablets, ropes and sharp tools.
- Tell the master at once. Get radio medical advice and say it is a suicide risk.
- Tell the company on [24-hour number]. We will help with a doctor, an early port call or evacuation.

5. After an incident

After a death, injury, piracy or other serious event on board, we offer every crew member a private talk with a trained person within [number] days.

6. Who is responsible

POLICY OWNER (NAME AND ROLE)

COMPANY 24-HOUR NUMBER

CREW SUPPORT LINE

APPROVED ON

REVIEW BY