



JAPAN P&I NEWS

To the Members

Philippines—DMW Releases Cover Page of the New Standard Employment Contract for Seafarers

Further to Japan P&I News [No. 1379](#) dated 7 July 2026, we have obtained information from Del Rosario Pandiphil Inc., our correspondents in Manila, regarding the DMW releasing the Cover Page of the New Standard Employment Contract Governing Overseas Filipino Seafarers (SEC-S).

The SEC-S also applies to Filipino seafarers already on board as of July 3, 2026. However, they do not need to execute a new contract unless changes are made to their employment particulars (please refer to the text below for details).

We quote the Circular (Issue 2026/06) from Del Rosario Pandiphil Inc. below. Please also refer to the attached "DMW Advisory No. 37, Series of 2026."

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DMW Releases Cover Page of the New Standard Employment Contract for Seafarers

The Department of Migrant Workers (DMW) has now officially published the Cover Page for the new Standard Employment Contract Governing Overseas Filipino Seafarers (SEC-S). This was issued through Advisory No. 37, Series of 2026, dated 3 July 2026.

In practical terms, this completes the documentary forms contemplated under Department Circular No. 07, Series of 2026, which introduced the new DMW Standard Terms and Conditions for overseas Filipino seafarers.

Application of the SEC-S to Filipino Seafarers Already on Board as of 3 July 2026

The Advisory further clarifies that seafarers documented and deployed beginning 3 July 2026, including those processed during the transition period, are already covered by the applicable provisions of the new SEC-S.

Importantly, contracts of seafarers already on board as of 03 July 2026 need not be re-executed solely because of the publication of the Cover Page. It should be also highlighted that the DMW Advisory stated that Filipino seafarers already on-board as of 3 July 2026 shall likewise be considered governed by the applicable provisions of the SEC-S and a new contract need not be executed. A new contract will only be required where amendments to employment particulars, such as contract extensions, promotions, changes in vessel information, or similar circumstances, necessitate the submission and approval of amended contract documentation.

Mandatory Use Beginning 3 July 2026

Beginning **3 July 2026**, licensed manning agencies and their foreign principals/employers are required to use the new SEC-S together with the appropriate Cover Page when processing, documenting, and deploying overseas Filipino seafarers.

The DMW made it clear that the Cover Page is not just a separate attachment. It forms an integral part of the employment contract and must accompany the DMW-approved contract forms.

15-Day Transition Period

The DMW recognizes that manning agencies may need a short adjustment period before fully shifting to the new Cover Pages. For this reason, it has allowed a transition period from 3 July 2026 to 18 July 2026.

During this transition period, licensed manning agencies that cannot immediately adopt the new Cover Pages may still use the previous POEA Standard Employment Contract forms for documentation and processing. However, this does not mean that the old terms continue to apply. The DMW emphasized that the substantive rights and obligations of the parties will already be governed by the new SEC-S.

The DMW also confirmed that submissions using the previous contract forms during the transition period will still be accepted and processed.

What's New in the Cover Page?

What used to be commonly referred to as the one-page contract is now formally called the “Cover Page of the Standard Employment Contract Governing Overseas Filipino Seafarers.” This wording is important because it makes clear that the document serves mainly as a quick reference to the basic terms of employment, while still forming an integral part of the DMW-approved SEC-S.

The new Cover Page also asks for additional or more specific information from the parties, including:

- SRB Number (previously SIRB);
- SID Number;
- Permanent/Residential Address;
- Identification of the Shipowner and its address (if any)

The revised form also adopts the new DMW terminology and now points to the employment framework under Department Circular No. 07, Series of 2026.

Another point worth noting is the stronger DMW oversight. Any amendment or alteration to the Cover Page must first be evaluated, verified, processed, and approved by the DMW before it becomes part of the SEC-S.

Note:

The DMW has also released the new Standard Employment Contract for Filipino fishers, together with its own separate Cover Page. This is worth flagging because fishers now have a distinct contract form and cover page from the SEC-S for seafarers. Employers and manning agencies should therefore be careful to use the correct form depending on the worker's category.

For full copy of the DMW Advisory No. 37, Series of 2026 - Cover Pages of the Standard Employment Contracts, please see the downloads page on our website or click

<https://www.delrosariolaw.com/en/e-library/downloads>

///unquote///

Yours faithfully,

The Japan Ship Owners' Mutual Protection & Indemnity Association

Attachment: DMW Advisory No. 37, Series of 2026



TAHANAN NG OFW

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BAGONG PILIPINAS

ADVISORY NO. 37
Series of 2026

**COVER PAGES OF THE STANDARD EMPLOYMENT CONTRACT GOVERNING
OVERSEAS FILIPINO SEAFARERS AND THE STANDARD EMPLOYMENT
CONTRACT GOVERNING OVERSEAS FISHERS**

In view of the promulgation of the Department of Migrant Workers (DMW) Standard Terms and Conditions Governing Overseas Filipino Seafarers (SEC-S)¹ and the Standard Employment Contract Governing Overseas Fishers (SEC-F)², and pursuant to Section 130(f), Rule III, Part III of the DMW Rules and Regulations Governing the Recruitment and Employment of Seabased Overseas Filipino Workers, the licensed manning agencies, overseas seafarers and fishers, and the general public are hereby informed that the corresponding Cover Pages for the SEC-S³ and SEC-F⁴, attached hereto as Annexes A and B, are hereby officially published.

The attached Cover Pages form an integral part of the implementation of Department Circular Nos. 07 and 08, Series of 2026, and complete the official publication of the prescribed documentary forms, which were inadvertently omitted from the published issuance.

Nothing in this Advisory shall be construed as modifying the effectivity of Department Circular Nos. 07 and 08, Series of 2026. This Advisory is issued solely to officially publish the omitted Cover Pages, facilitate their implementation, and provide transitional guidance for affected stakeholders.

Accordingly, the following guidelines shall be observed:

A. MANDATORY USE OF THE SEC-S, SEC-F, AND THEIR COVER PAGES

Beginning 03 July 2026, the SEC-S and SEC-F, together with their respective Cover Pages attached as Annexes A and B, shall be adopted by licensed manning agencies and their foreign principals/employers as part of the documentary requirements for the processing, documentation, and deployment of overseas Filipino seafarers and fishers.

B. TRANSITORY PERIOD UNTIL 18 JULY 2026

Recognizing that the official publication of the Cover Pages is being completed through this Advisory, licensed manning agencies that are unable to

¹ Department Circular No. 07, Series of 2026.

² Department Circular No. 08, Series of 2026.

³ Amended Cover Page of SEC-S is hereto attached as **Annex A**.

⁴ New Cover Page of SEC-F is hereto attached as **Annex B**.



immediately adopt the prescribed Cover Pages may, during a transitory period of fifteen (15) calendar days, from 03 July 2026 until 18 July 2026, temporarily utilize the Philippine Overseas Employment Administration (POEA) Standard Employment Contract (POEA-SEC), as prescribed under POEA Memorandum Circular No. 10, Series of 2010, and POEA Memorandum Circular No. 34, Series of 2020, solely for documentation and processing purposes.

During this transitory period, submissions using the previous forms or cover pages shall continue to be accepted without prejudice to processing. However, the substantive terms and conditions governing the employment relationship shall be those prescribed under the SEC-S and SEC-F, as applicable.


C. APPLICATION OF THE SEC-S AND SEC-F

The transitory period established under this Advisory pertains solely to the administrative use and acceptance of documentary forms and shall not be construed to alter the application of Department Circular Nos. 07 and 08, Series of 2026.

Accordingly, overseas Filipino seafarers and fishers documented and deployed beginning 03 July 2026, including those processed during the transitory period, shall be governed by the applicable provisions of the SEC-S and SEC-F.

Moreover, the employment contracts of seafarers already on board as of 03 July 2026 shall likewise be considered governed by the applicable provisions of the SEC-S or SEC-F. A new SEC-S or SEC-F need not be executed solely by reason of the publication of the attached Cover Pages, unless amendments to the employment details (e.g., extension, promotion, changes in vessel particulars, or similar circumstances) require the submission and approval of amended contract documentation in accordance with existing Department procedures.

For the information and guidance of all concerned.


JAINAL T. RASUL, JR.
Undersecretary and Officer-in-Charge
Office of the Secretary

03 July 2026

Enc. : a/s



CONTROLLED AND DISSEMINATED
By: DMW General Services Division on July 03, 2026

Republic of the Philippines
DEPARTMENT OF MIGRANT WORKERS

**COVER PAGE OF THE
STANDARD EMPLOYMENT CONTRACT GOVERNING OVERSEAS FILIPINO SEAFARERS (SEC-S)**

KNOW ALL MEN BY THESE PRESENTS:

This SEC-S, entered into voluntarily by and between:

Name of Seafarer: _____
Date of Birth (dd/mm/yyyy): _____ Place of Birth: _____
Permanent/Residential Address: _____
Seafarer's e-Registration No.: _____ SRB No.: _____ SID No.: _____
Hereinafter referred to as the Seafarer,

And

Name of Licensed Manning Agency: _____
Name of DMW-Accredited Principal/Employer: _____
Address of DMW-Accredited Principal/Employer: _____
Name of Shipowner (if any): _____
Address of Shipowner (if any): _____
Hereinafter referred to as the Principal/Employer,

For the below vessel:

Name of Vessel: _____
IMO No.: _____ Flag: _____ Type of Vessel: _____
Gross Registered Tonnage (GRT): _____ Year Built: _____ Classification Society: _____

WITNESSETH

1. That the seafarer shall be employed on board under the following terms and conditions:
 - 1.1. Duration of Contract: _____
 - 1.2. Position: _____
 - 1.3. Basic Monthly Salary: _____
 - 1.4. Hours of Work: _____
 - 1.5. Overtime: _____
 - 1.6. Leave Pay: _____
 - 1.7. Point of Hire: _____
 - 1.8. Collective Bargaining Agreement, if any: _____
2. This Cover Page is a quick reference guide on the basic terms and conditions of employment. This shall be attached to the DMW-approved SEC-S and shall form an integral part thereof.
3. The terms and conditions in accordance with the Department Circular No. 07, series of 2026, shall be strictly and faithfully observed.
4. Any alterations or changes, in any part of this Cover Page shall be evaluated, verified, processed and approved by the DMW. Upon approval, the same shall be deemed an integral part of the SEC-S.
5. Violations of the terms and conditions of this SEC-S with its approved addendum shall be ground for disciplinary action against the erring party.

IN WITNESS WHEREOF the parties have hereto set their hands this ____ day of _____ at _____, Philippines.

Seafarer

For the Principal/Employer
Name and Signature/Designation

Approved by the DMW:

Name and Signature of DMW Official
Date of Approval

Republic of the Philippines
DEPARTMENT OF MIGRANT WORKERS

COVER PAGE OF THE
STANDARD EMPLOYMENT CONTRACT GOVERNING OVERSEAS FISHERS (SEC-F)

KNOW ALL MEN BY THESE PRESENTS:

This SEC-F, entered into voluntarily by and between:

Name of Fisher: _____
Date of Birth (dd/mm/yyyy): _____ Place of Birth: _____
Permanent/Residential Address: _____
Seafarer's e-Registration No.: _____ SRB No.: _____ SID No.: _____
Hereinafter referred to as the Fisher,

And

Name of Licensed Manning Agency: _____
Name of DMW-Accredited Principal/Employer: _____
Address of DMW-Accredited Principal/Employer: _____
Name of Shipowner (if any): _____
Address of Shipowner (if any): _____
Hereinafter referred to as the Principal/Employer,

For the below vessel:

Name of Vessel: _____
IMO No.: _____ Flag: _____ Type of Vessel: _____
Gross Registered Tonnage (GRT): _____ Year Built: _____ Classification Society: _____

WITNESSETH

1. That the fisher shall be employed on board under the following terms and conditions:

- 1.1. Duration of Contract: _____
- 1.2. Position: _____
- 1.3. Basic Monthly Salary: _____
- 1.4. Hours of Work: _____
- 1.5. Overtime: _____
- 1.6. Leave Pay: _____
- 1.7. Point of Hire: _____
- 1.8. Collective Bargaining Agreement, if any: _____

2. This Cover Page is a quick reference guide on the basic terms and conditions of employment. This shall be attached to the DMW-approved SEC-F and shall form an integral part thereof.
3. The terms and conditions in accordance with the Department Circular No. 08, series of 2026, shall be strictly and faithfully observed.
4. Any alterations or changes, in any part of this Cover Page shall be evaluated, verified, processed and approved by the DMW. Upon approval, the same shall be deemed an integral part of the SEC-F.
5. Violations of the terms and conditions of this SEC-F with its approved addendum shall be ground for disciplinary action against the erring party.

IN WITNESS WHEREOF the parties have hereto set their hands this ____ day of _____ at _____, Philippines.

Fisher

For the Principal/Employer
Name and Signature/Designation

Approved by the DMW:

Name and Signature of DMW Official
Date of Approval