



Handbook for Seafarers
on MLC, 2006

2006年海事劳工公约 海员实用手册



湖北新海联船员培训有限公司 © 著



人民交通出版社
China Communications Press



Handbook for Seafarers
on MLC, 2006

2006年海事劳工公约 海员实用手册



湖北新海联船员培训有限公司 © 著



人民交通出版社
China Communications Press

图书在版编目(CIP)数据

2006年海事劳工公约海员实用手册 / 湖北新海联船员培训有限公司著. — 北京:人民交通出版社, 2013.4
ISBN 978-7-114-10561-6

I. ①2… II. ①湖… III. 海员—国际公约—国际劳工组织—公约—手册 IV. ①D998.2-62

中国版本图书馆CIP数据核字(2013)第077155号

书 名: 2006年海事劳工公约海员实用手册
著 者: 湖北新海联船员培训有限公司
责任编辑: 钱悦良
出版发行: 人民交通出版社
地 址: (100011)北京市朝阳区安定门外外馆斜街3号
网 址: <http://www.ccpres.com.cn>
销售电话: (010)64981400, 59757915
经 销: 北京交实文化发展有限公司
印 刷: 中国电影出版社印刷厂
开 本: 787×1092 1/16
印 张: 6.25
字 数: 149千
版 次: 2013年4月 第1版
印 次: 2013年4月 第1次印刷
书 号: ISBN 978-7-114-10561-6
定 价: 45.00元

(有印刷、装订质量问题的图书由本社负责调换)

编写说明

《2006年海事劳工公约海员实用手册》是以即将于2013年8月全球正式实施的《2006年海事劳工公约》为基础,针对所有船员特别是全球无限航区的船员编写的公约学习教材。

为了帮助船员透彻理解公约的最新要求,并在船上实际工作中能够熟练掌握和应用,本书以PSC检查场景为依托,引入了大量的中英文对话,通过实例向读者形象解析了公约中的要求和标准,并分析了公约正式实施后,有可能在船上遇到的情景及应对措施。更为重要的是,通过对公约充分学习和正确解读,提高船员维护自身合法权益的意识,树立中国船员良好的国际形象,实现中国海员“体面生活”和“体面工作”。

本书的编写是由王吉宣先生提议和倡导的。编写团队自2010年以来就开始系统地研究、学习和探讨《2006年海事劳工公约》,也多次参与国内外权威机构举行的有关《2006年海事劳工公约》的研讨会。同时由于编写人员均长期服务于船员外派行业,因此对公约的理解和把握比较充分到位,并有独到见解。

本书以公约实施后一般检查中涉及的14个基本方面为框架,加上公约概述共15个章节。编写人员主要有:梁琼、刘经美、侯波、丁冉、孔艳蕾等。由长期从事海事专业培训的专家Johnny Sim先生担任主审。作为国际劳工组织授权指定《2006年海事劳工公约》培训师,Johnny Sim先生为全书的编写提供了宝贵意见,并对各章节内容做具体指导。新加坡的陶元洲先生参与了本书的后期编排。同时我们邀请了朱大成、陈中明、李明、张琪、唐振研等长期从事外派工作的船长和轮机长们为本书提供技术指导。同时非常感谢公司所有为本书提供过插图素材的船舶及其船员们!由于受编写时间及编者水平的限制,本书不足之处在所难免,敬请批评指正,谨表谢意。

湖北新海联船员培训有限公司:

电子邮箱:training@namtc.com.cn

联系电话:027-88937609

目 录

Chapter 1	General Introduction	1
Chapter 2	Minimum Age	5
Chapter 3	Medical Certification	8
Chapter 4	Training and Qualifications	11
Chapter 5	Seafarer's Employment Agreement	15
Chapter 6	Recruitment and Placement	18
Chapter 7	Hours of Work or Rest	22
Chapter 8	Manning Levels for the Ship	26
Chapter 9	Accommodation	28
Chapter 10	Onboard Recreational Facilities	32
Chapter 11	Food and Catering	35
Chapter 12	Health and Safety and Accident Prevention	42
Chapter 13	Medical Care Onboard Ship and Ashore	45
Chapter 14	Onboard Complaint Procedures	49
Chapter 15	Payment of Wages	51
第一章	概述	53
第二章	最低年龄	56
第三章	体检证书	59
第四章	培训和资格	62
第五章	海员就业协议	65
第六章	招募与安置	68
第七章	工作和休息时间	71
第八章	船舶配员水平	74
第九章	起居舱室	76
第十章	船上娱乐设施	79
第十一章	食品与膳食服务	81
第十二章	健康安全及事故预防	86
第十三章	船上医疗	88
第十四章	在船投诉程序	91
第十五章	工资支付	93

Chapter 1 General Introduction

Section 1 Onboard Scenario

Dialogue	
A:	Captain-John Haworth
B:	PSCO-George Oliver
C:	AB-Joseph Santos



A: Nice to meet you, sir! My name is John Haworth, the master of MV Tina Rosenberg. Welcome onboard and what can I do for you, sir?

B: Nice to meet you, captain. I am George Oliver, the PSCO, I come to check on some items regarding the compliance of MLC 2006, apart from routine inspection, I may also need to talk to some of your crew. I see your ship is in pretty good condition, this is my letter for carrying out the inspection.

A: Alright, no problem, sir. Would you like some tea or coffee?

B: No, thanks. Well, shall we start from the documentation? I need to check the following papers: a copy of the report of the most recent inspection carried out by the flag state or a recognized organization, acting on behalf of the flag state, the Maritime Labour Certificate and the Declaration of Maritime Labour Compliance (DMLC Part I and Part II)

A: I see, let me get them for you, sir... Here you are.

B: OK, that's very good. Is the Flag state inspection report posted on board for crew?

A: Yes, it is posted in the mess room, sir.

B: Well, thank you very much for your cooperation.

A: You are welcome, sir.

C: Good morning, sir!

B: Good morning. Please take a seat. My purpose of interviewing you is about your knowledge on the new maritime legislation which is recently introduced in the shipping industry. But before that please may I know what your rank is?



C: I am AB Joseph Santos, sir.

B: Well, AB Santos, do you know what the MLC, 2006 is all about?

C: Yes, I do, sir. The MLC, 2006 is the abbreviation of Maritime Labour Convention, 2006. This convention promotes decent work and living conditions for all seafarers.

B: Good for you, young man. You seem to know a lot, hah?

C: Thank you, sir. I received MLC, 2006 Familiarization training before joining vessel.

B: Oh, keep up with your good work.

C: Yes, I will. Thank you, sir.

Section 2 Interpretation of the Convention



International
Labour
Organization

Promoting jobs,
protecting people

What is MLC 2006?

The ILO's Maritime Labour Convention (MLC), 2006 provides comprehensive rights and protection at work for the world's more than 1.2 million seafarers. The Convention aims to achieve both decent works for seafarers and secure economic interests in fair competition for quality shipowners. As an estimated 90% of world trade is carried on ships seafarers are essential to international trade and the international economic and trade system. The new labour standard consolidates and updates more than 68 international labour standards related to the Maritime sector adopted over the last 80 years.

What are the Regulations and Codes in MLC, 2006?

There are five titles covering various aspects of seafarers' working and living conditions, as well as the implementation. Good understanding of these titles will be very useful for answering questions in various inspections. In discussion on the convention, the word "Regulation" (shown in red frame in below picture) and "Code" (shown in the green frame in below picture) are frequently used.

What is MLC certificate and DMLC?

A ship flying flag of a country that has ratified MLC, 2006, after being inspected by the flag

ARTICLES				
General Provisions ;Fundamental Rights;Definitions;Implementation;Application;Amendment procedures;Transition;Entry into force;Special tripartite committee				
TITLE 1	TITLE 2	TITLE 3	TITLE 4	TITLE 5
REGULATIONS Minimum requirements for seafarers to work on a ship	REGULATIONS Conditions of employment	REGULATIONS Accommodation, recreational facilities, food and catering	REGULATIONS Health protection, medical care, welfare and social security protection	REGULATIONS Compliance and enforcement
CODE PART A STANDARDS Minimum requirements for seafarers to work on a ship	CODE PART A STANDARDS Conditions of employment	CODE PART A STANDARDS Accommodation, recreational facilities, food and catering	CODE PART A STANDARDS Health protection, medical care, welfare and social security protection	CODE PART A STANDARDS Compliance and enforcement
CODE PART B GUIDELINES Minimum requirements for seafarers to work on a ship	CODE PART B GUIDELINES Conditions of employment	CODE PART B GUIDELINES Accommodation, recreational facilities, food and catering	CODE PART B GUIDELINES Health protection, medical care, welfare and social security protection	CODE PART B GUIDELINES Compliance and enforcement

states or recognized organizations (ROs), will receive the *MLC certificate*, which will be seen as evidence of compliance.

DMLC is the abbreviation for *Declaration of Maritime Labour Compliance (DMLC)*.

This is in two (2) parts:

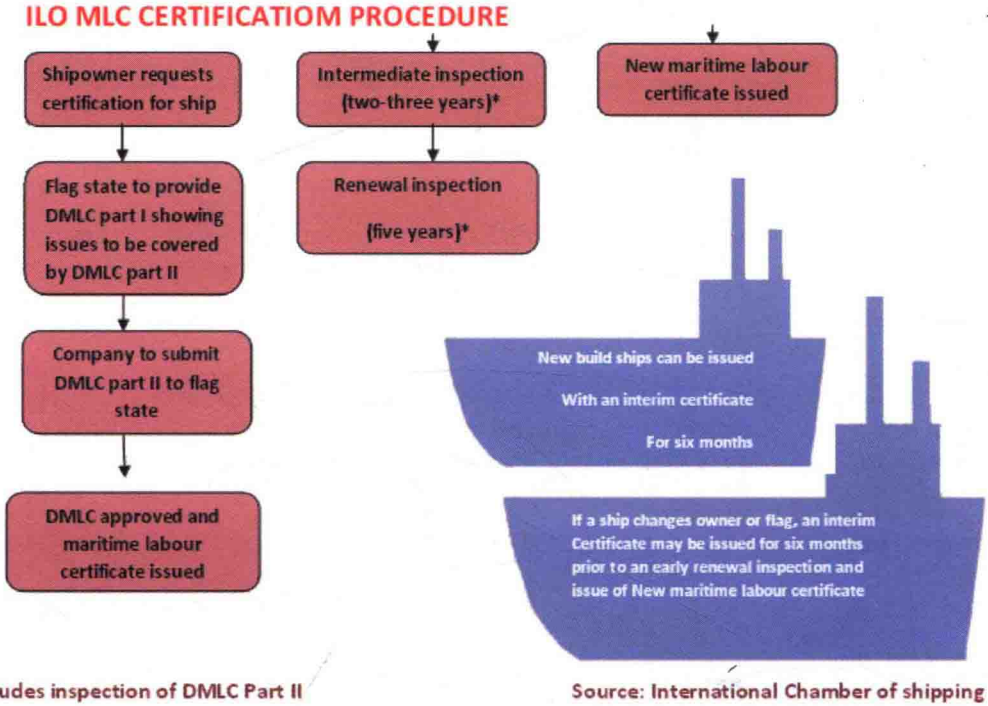
—*Part I* is issued by the flag state and refers to the relevant national requirements that are to be met and which may be inspected to ensure compliance, including any exemptions granted.

—*Part II* is completed by the shipowner and outlines the measures that the shipowner has put in place to ensure ongoing compliance on the ship with these flag state requirements.

These two documents and also the conditions that they certify may be the subject of an inspection. The master copies of both documents, accompanied by an English translation if necessary, shall be held by the Master. Additional copies should be posted where seafarers can access them.

What is the time for MLC, 2006 to enter into force?

To come into force, the MLC had to be ratified by at least 30 member States with a total share in the world gross tonnage of ships of 33 per cent. This milestone was reached on 20 August 2012. The MLC will thus come into force on 20 August 2013.



Section 3 Key Words

1. MLC, 2006
2. MLC certificate
3. DMLC-Part One and Part Two

Section 4 Deficiencies

Absence of ML Certificate or DMLC Part I and Part II on Ships registered in a country where this convention is applied to.



Chapter 2 Minimum Age

Section 1 Onboard Scenario

Dialogue	
A:	PSCO-George Oliver
B:	Captain-John Haworth
C:	Deck Trainee-Tom Jones



A: Good morning, Capt. John Howard.

B: Morning, sir! Welcome on board.

A: Thank you! May I have a copy of your crew list?

B: Yes, sir, just a minute.

A: Thank you, Captain. Any crew of your ship is at age of 16 or below?

B: No, sir, all onboard are more than 16 years of age. Here is the copy of crew list. And I have checked their passports and other official documents to ensure no person under the age of 16 is working on my ship.

A: Okay, that's good. Well... it seems to me that Deck Trainee Tom Jones is 17-years old, right?

B: Yes, sir.

A: Has he ever carried out any work at night?

B: No, sir, I don't think he has ever involved in any night work.

A: Is the work schedule available here?

B: Yes, sir. Here you are.

A: Thank you. May I have a place to talk to Mr. Jones?

B: Yes, sir, you may take a seat and have a nice cup of coffee in the officer's day room, I will show you there. The deck trainee will come very soon. He will show you back here after the interview.

A: That would be five.

In the officer's day room.

C: Good Morning, sir! I'm the Deck Trainee, Tom Jones.

A: Good Morning, Mr. Jones. How long have you been working as a seafarer?

C: I joined this vessel three months ago and this is my first time on board ship.

A: You were born on January 7, 1996, right?

C: Yes, sir. I just had my birthday party last week. I'm 17 now.

A: Nice to hear that! I was looking at the work schedule and noticed that you were on the bridge last night. What were you doing during that time?

C: Yes, sir. I was with the second mate for night watch.

A: Ok, what were you doing in this early morning?

C: I was on the gangway watch.

A: Were you alone?

C: Yes, sir, we were short handed while in port so I was on security watch at the gangway from midnight to 0400.

A: Oh, I see. Thank you, Mr. Jones. Now you can show me the way back to the captain.

C: Yes, sir!

In the Captain's office at the end of the corridor

A: Excuse me, Captain. After I talked with the young man, I have got some findings, by the work schedule he was on duty for 4 hours from midnight to 0400 on December 22 and he confirmed that he was with the second officer for the night watch. Being under the age of 18, the deck trainee should not be engaged in such night work, I bet.

C: Not exactly, Sir. Participating night watch with the second officer is part of the training requirement under company training manual.

A: That sounds reasonable though.

A: But, well, er... I also found that Mr. Jones was on gangway the next day from the midnight to the next morning on December 23, what did he do there?

C: During that time, all the deck crews were busy with mooring and then cargo handling including hold washing. Since the trainee had already been instructed for the company manual on gangway procedure, I decided to give him a chance to help out at the gangway.

A: This is not expected to be the right practice and his work at the gangway was definitely a breach of the MLC provision. Seafarer under age of 18 working at night is definitely something wrong.

C: Sorry Sir. I've forgot that any crew under age of 18 can't be on duty at night. I shall summon the safety meeting the other day to ensure the thorough understanding of the MLC provisions.

A: That would be the first step of a corrective action, but I also have to put this case as one of the MLC deficiencies.

Section 2 Interpretation of the Convention

1. Persons work on ship must be at or above the age of 16 (Standard A1.1, paragraph 1).
2. To do the night work, the seafarers' age must be at or above 18. (Except to the extent that an exemption has been made by the competent authority under Standard A1.1, paragraph 3, in the case of training programmes (Standard A1.1, paragraph 2).

* "Night" is defined in accordance with national law and practice. It covers a period of at least nine hours starting no later than midnight and ending no earlier than 5 a. m.

(Standard A1.1, paragraph 2)

Section 3 Key Words

Documentation indicating crew's age:

1. A crew list
2. A birth certificate
3. Other official document confirming seafarers' birth dates

Documentation indicating the crew's work hours:

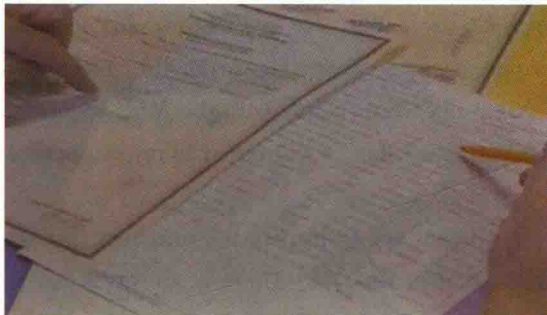
1. Work schedule (refers to work arrangement or duty plan, or OT records)
2. Accident reports
3. Safety committee reports

Interviews with seafarers:

The crew may be asked by the inspector to have an interview to confirm necessary information.

Section 4 Deficiencies

1. Seafarer to be found under age of 16.
2. Seafarer to be found under age of 18 working at night for non-training purposes.
3. Seafarer to be found under age of 18 doing work that is considered to be unsafe or harmful to their health.



Chapter 3 Medical Certification

Section 1 Onboard Scenario

Dialogue	
A:	PSCO-George Oliver
B:	Captain-John Haworth



A: It's good to see that all crew members are above the minimum age required by the Flag States. Is there any medical restriction regarding their work?

B: No, sir. All crew members hold valid medical certificates attesting that they are medically fit to perform the duties they are to carry out at sea.

A: Thank you, Captain. Can you show me the medical certificates of OS Marlon Malaki, AB Norberto Gonzales, Deck Cadet Li Xin, and Second Engineer Nicolas Chekov?

B: Sure, Mr. Oliver. All certificates are available and valid.

A: OK. The medical certificate of OS Marlon Malaki was issued on January 20, 2011, and shall be valid no longer than two years, which means it will expire next week.

B: Let me see. Oh, sorry, sir. I forgot to tell you we will renew his medical certificate at the next port of call in two days' time.

A: Okay, just keep in mind that OS Marlon Malaki must obtain his new medical certificate or else there is an exemption letter given by the Flag and provided that it is not more than three months.

B: Sure, my company has already made arrangement for his case urgently.

A: And let's look at the Deck Cadet Li Xin. He is 17 years old, and his medical certificate shall be valid for a maximum period of one year. However, the certificate shows that it is valid for two years. I am afraid that it does not comply with the MLC requirements.

B: Oh, I'm sorry, sir. I did not notice this. I will report to my company and take immediate action on this.

A: Yes, you have to. Before we continue to inspect the next item, can you help me with the language on this certificate? Is that in Russian? There is no way I can read it. I'm not sure if the certificate has information on his rank and if he's fit for his duty.

B: Well, we renewed his medical certificate at the last port of call in St. Petersburg.

A: In that case, this certificate for AB Norberto Gonzales cannot be accepted as MLC requires that medical certificates should at least be in English for ships on international voyages. In addition, I did not see information on his color vision examination, which shall be valid for 6 years, by the way.

B: I am so sorry, Mr. Oliver.

A: Now, can you help to verify if the signature on Second Engineer Nicolas Chekov's medical certificate is from a duly qualified medical practitioner recognized by the national authority?

B: Yes, sir. Please take a look at the list of DQMP provided by the Flag State. This doctor's name is right here.

Section 2 Interpretation of the Convention

中华人民共和国
海船船员健康证书
MEDICAL CERTIFICATE FOR SEAFARERS OF
THE PEOPLE'S REPUBLIC OF CHINA

持证人姓名: 徐磊
Full name of the holder: XU LIZI
国籍/Nationality: 中国/China
出生日期/Date of Birth: 1990年02月06日/06 Feb 1990
性别/Gender: 男/Male
部门/Department: 船员部门/Muster Department
证书编号/Certificate No.: MD040286300180
有效期至/Date of Expiry: 2013年03月07日/07 Mar 2013
签发日期/Issued on: 2013年03月07日/07 Mar 2013

持证人签名/Signature of the holder: 徐磊

本证书持证人须符合《1978年海员培训、发证和值班标准国际公约》(STCW公约) 第A-1/1.2条规定, 且符合《海员值班规则》(STCW公约) 第A-1/1.2条规定。凡在证书有效期内, 持证人须符合《1978年海员培训、发证和值班标准国际公约》(STCW公约) 第A-1/1.2条规定, 且符合《海员值班规则》(STCW公约) 第A-1/1.2条规定。

This is to certify that the lawful holder has been found duly qualified in accordance with the provisions of regulation 1/2 of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended and the provisions of Regulation 1.2 of Maritime Labour Convention, 2006, subject to any limitations or restrictions indicated.

是否持有有效证书?	是/Yes
听力是否符合《STCW规则》第A-1/1.2条标准?	是/Yes
视力是否符合《STCW规则》第A-1/1.2条标准?	是/Yes
辨色力是否符合《STCW规则》第A-1/1.2条标准?	是/Yes

N 00100650

3. 发证日期/Date of issue	2013年03月07日/07 Mar 2013
是否持有有效证书?/Is for work on board?	Yes
海员是否因患有下列疾病, 由主管上级批准其健康证书, 或可能使海员不适合该职务, 或使其船上人员健康受到威胁?/Is the seafarer free from any medical condition likely to be aggravated by service at sea or to render the seafarer unfit for such service or to endanger the health of other persons on board?	Yes
对以下事项有无限制? 如有限制, 请具体说明限制条件。/Any limitations or restrictions on fitness? If any, specify limitations or restrictions.	No

中华人民共和国海事局
Authorizing authority: Tianjin Maritime Safety Administration, The People's Republic of China

注册医师签名/Signature of the recognized medical practitioner: [Signature]
姓名/Name of the recognized medical practitioner: 李强/LI QIANG
签发机构/名称/Issuing Authority (State): 北京协和医学院/Beijing协和医学院

海员持证的STCW公约条款/STCW Convention articles. 原持证人须在证书有效期内, 且符合《海员值班规则》(STCW公约) 第A-1/1.2条规定。凡在证书有效期内, 持证人须符合《1978年海员培训、发证和值班标准国际公约》(STCW公约) 第A-1/1.2条规定, 且符合《海员值班规则》(STCW公约) 第A-1/1.2条规定。

The original of this certificate must be kept available in accordance with regulation 11 of the revised STCW Convention while the holder is serving on a ship. If the period of validity of a medical certificate expires in the course of a voyage, the medical certificates shall continue to have effect for the rest of the voyage where a medical practitioner recognized by the flag state is available provided that this period shall not exceed three months.

证书查询网站/Online verification: <http://www.msaf.gov.cn>

1. Seafarers should have valid medical certificates working on board that confirm fitness to undertake/ perform the duties associated with their position/occupation.
2. For seafarers working on ships ordinarily engaged on international voyages the certificate must be provided in English and issued by a person recognized by the competent authority / the flag state as a duly qualified medical practitioner.
3. The period of validity for a certificate is determined under the national law of the Flag State is two-year maximum except for seafarers under18; then it is one year. And six-year maximum for a color vision certificate.

Section 3 Key Words

1. The crew list

2. The medical certificates

Seafarer information: Name, Date of birth, Gender, Nationality;

Declaration of the recognized medical practitioner: Date of examination, Expiry date of certificate;

Details of the issuing authority: Official stamp of the issuing authority, Signature of the authorized person;

Seafarer's signature.

3. Color vision certificates

4. Work schedules and interviews to determine that medical restrictions on work for individual seafarers

5. The authorization or permit (subject to a maximum validity of three months) where the competent authority of the flag State has permitted a seafarer to work without a valid, or with an expired, certificate in urgent cases

6. Flag State's list of duly qualified medical practitioners

Section 4 Deficiencies

1. Seafarer on board without a valid medical or color vision certificate or authorization from the competent authority in urgent cases.

2. Seafarer working on the ship or performing tasks contrary to a restriction on a medical certificate.

3. Seafarer's medical certificate not in the English language on a ship ordinarily engaged in international voyages.

4. A medical certificate that has not been issued by a qualified medical practitioner.

Section 5 Self Audit



1. Do all the seafarers hold current and valid medical certificates and color vision certificates?

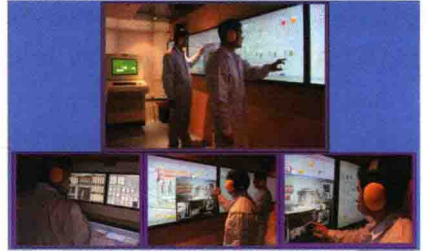
2. Confirmation that the seafarer concerned is fit to undertake the duties associated with their position/occupation?

3. Does the signatory appear to be a duly qualified medical practitioner?

Chapter 4 Training and Qualifications

Section 1 Onboard Scenario

Dialogue	
A:	Captain-John Haworth
B:	PSCO-George Oliver
C:	Fitter-Li Aiguo



A: Mr. Oliver. Would you like to have a cup of coffee or tea?

B: Thank you, Captain. Tea, please.

A: I hope that you like Chinese Jasmine Tea, I brought it from China.

B: Oh, Great! Captain, can I have a copy of crew list and the Minimum Safe Manning Certificate of your ship?

A: Sure... Here is the crew list and Minimum Safe Manning Certificate.

B: Captain, there are two ABs in the crew list. According to the Minimum Safe Manning Certificate, your ship should carry no less than 3 ABs, is that right?

A: Yes, that's right, sir. Unfortunately, my AB Joseph Santos was injured and hospitalized. He was declared unfit for duty and will be repatriated to home country for further medical treatment. My ship is due to sail in tomorrow morning, company has confirmed that the reliever will be joining at next port. Here is the copy of message.

B: Oh! Sorry to hear that. Captain, to meet the requirement of Minimum Safe Manning Certificate, how will you rectify this deficiency prior to departure?

A: Well, Mr. Oliver, my Bosun Wang Jianguo is holding watchkeeping certificate, I have assigned him to act as AB until new AB join ship at next port.

B: Good. Let me check the validity of their watchkeeping certificates issued by the Flag State.

A: Just a minute... Here are the certificates.

B: Ok. Captain, you should declare the rank of Wang Jianguo to AB, instead of Bosun in the crew list. As per the standard of MLC 2006 & STCW, all seafarers onboard ship should be properly trained and qualified to their positions. It is very important to the safety of your ship.

A: Yes, sir. We always followed the system and procedure of our SMS to check the certificates of

all crew members as soon as they embarked the ship.

B: Fitter Li Aiguo just been onboard for several months. Has he attended the onboard personal safety training?

A: Yes, sir, my ship carried out safety training regularly. Especially for new joiners, under the requirement of company's SMS, they must attend safety training within two weeks after signed on.

B: Good. Captain, may I talk with him?

A: No problem. Wait a moment. (Captain Call the Fitter to come to Captain's office)

C: Good morning, sir. I'm Fitter Li Aiguo. Nice to meet you!

B: Good morning! Nice to meet you, too! Mr. Li, how long have you been working on this ship?

C: I signed on this ship in October last year. I have completed 7 months on board.

B: Oh! Are you going home for holiday soon? By the way, you should know this ship very well, how would you like this ship?

C: Sir, I have applied for home leave when ship back in Far East port. I'd like this ship very much, this is a very good ship, my captain, chief engineer are very good, I am very happy working with everybody on board.

B: Yes, I believe all crew members have been working hard, the ship's condition is very well maintained. Mr. Li, could you tell me, have you received training for personal safety onboard?

C: I have received many safety trainings on board. I remember, the next day after I joined on board the ship, third officer shown me the Emergency Plan and escorted me around the accommodation. I got familiar with signals and duty of emergency response, such as, fight fighting, abandon ship, man overboard and oil spill.

B: Any other safety training after then?

C: Yes, we have attended lifeboat and fire fighting drills at sea every trip, we practiced the use of fire extinguisher, the use of breathing apparatus. We also conducted a drill of how to put out the fire in the galley.

B: I believe that you should know the location of fire alarm and extinguishers. Can you tell me the nearest location of fire extinguisher from your cabin?

C: Sure, sir. There is a CO₂ fire extinguisher in the corridor not far from my cabin.

B: Do you know what training manual is? Where can you find it?

C: Yes, sir. It is about the ship and personal safety training requirement of the company. There is one book in our mess room. I always read it, it is very useful for me to learn more about the safety on board.

B: Yeah, very good. I finished my interview. Do you have any question?

