

**INTERNATIONAL GROUP OF P&I CLUBS**  
**PRE-EMPLOYMENT MEDICAL EXAMINATIONS (PEME) PROGRAMS,**  
**GUIDANCE FOR CLUBS**

PEME programs emphasize the interests of the seafarer's protection by ensuring that prior to employment, they are medically fit to perform routine and emergency duties in the maritime environment, and are not suffering from any medical condition likely to be aggravated by service at sea, or liable to endanger their own health or the health and safety of other persons on board.

The participating IG Clubs' PEME programs may not conflict with the minimum standards adopted by national and international regulations, including but not limited to the 2006 ILO Maritime Labour Convention, but may include more comprehensive standards, allowing a ship owner and future employer to prevent illness at sea arising from pre-existing conditions. There is a clear and confirmed distinction between the two standards.

The quality and ethics of all Club approved clinics and doctors may be under on-going audit by the approving Clubs to ensure that they maintain the relative Club's standards, have a full appreciation of the purposes of the PEME, and comply with the auditing Club's guidelines and instructions. Clinics do not pay for Club accreditation.

Clinics are responsible to ensure that confidentiality and protection of personal information is protected in full compliance with the laws of the relevant jurisdictions of the vessel upon which the crewmember will serve, as well as the clinic itself. Consent for the release of personal medical information, including test results may be obtained from the seafarer by their execution of an agreement to disclosure on the PEME form prior to the examination.

The PEME programs shall not contravene the shipowner employer's legal obligations with regard to prohibition of discrimination in the employment selection process.

Emphasis shall be on protecting the mutual interests of seafarers and ship owners by means of preventative actions, guidance and advice.