

Our Payroll Services Team

With more than 65 years of combined payroll, HR and accounting experience, our team of dedicated professionals take pride in delivering a tailored, reliable, responsive and accurate service to our clients in the super yacht and commercial shipping industries.

- **Patricia Dos Santos, MCIPPDip** – *Director*
Originally from South Africa, Trish has worked in the international payroll business for 30 years. Prior to joining Trident, Trish worked for one of the top 10 international law firms in the UK.
- **Jaimia Mourant** – *Manager*
Jaimia has worked in payroll administration for over 15 years and joined Trident in 2002. She currently manages payrolls for a number of our largest clients.
- **Cheryl Tough** – *Senior Administrator*
Cheryl has more than 10 years' experience in the payroll industry. In addition to her broad knowledge of payroll matters, Cheryl also has specialist expertise in relation to pension payment administration.

Tailored Payroll & HR Services

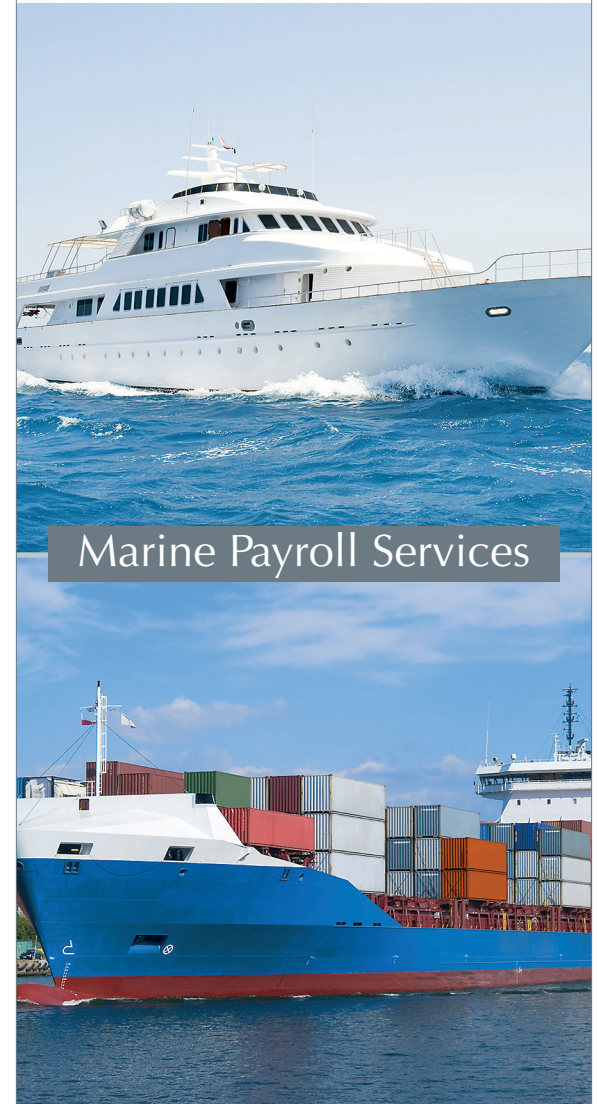
Our Guernsey-based international marine and employment services team provides a wide range of tailored ship management and payroll services to both the commercial shipping industry and the luxury yacht sector. We currently process payrolls that make 180,000 payments annually.

A highly experienced team of professionals enables our ship owning and operating clients to cost-effectively centralise their HR and payroll functions in a well-recognised marine jurisdiction and focus on running their business, not the administration of their crews.



We are a BACS-approved bureau and are fully conversant with the requirements of the Maritime Labour Convention 2006.

Our electronic signature solution is accepted by the Maritime & Coastguard Association, enabling the swift processing of documents, around the world. We use Cintra, the industry standard software for payroll processing.



Marine Payroll Services

Full Suite of Payroll Services

- Production of monthly, fortnightly, weekly or daily payrolls
- Computation of all necessary calculations except non-UK tax*
- Administration of specific processes such as RF1199s and A1 applications
- Management of all withholding obligations and payments to relevant tax authorities
- UK pension auto-enrolment administration
- Provision of secure online payslips, accessible via PC, tablet and mobile device

Outsourced HR Functions

- Close coordination with crewing/recruitment companies
- Production of the management agreements between the Guernsey payroll entity and ship owner/operator
- Production and distribution to employees of contracts and Seafarers' Employment Agreements (digital or hard copy)
- Adherence to employment and maritime laws, including contract and process reviews
- Compliance with Maritime Labour Convention 2006
- Assistance with disciplinary processes

Payroll Accounting and Ownership Related Services

- Full accounting from payroll to balance sheet
- Invoice payment
- Credit control
- Multi-currency payments to anywhere in the world

Trident Trust's experienced Guernsey Company Secretarial team establishes all the payroll entities used by our clients and ensures they are fully compliant with local regulations.

Through our presence in 24 jurisdictions worldwide we are able to offer clients access to a broad range of jurisdictions for ship registration and ownership purposes.

**A third party is used to calculate Norwegian, Danish, Dutch withholdings etc.*