

WORK IN FISHING CONVENTION (C188)

EVERYTHING YOU
NEED TO KNOW **BUT**
WERE FRIGHTENED
TO ASK!



MERCHANT NAVY WELFARE BOARD



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Introduction

This easy-to-use guide provides a summary of the key elements of the UK legislation on the International Convention on Work in Fishing (C188).

The guide has been produced by Merchant Navy Welfare Board (MNWB) in consultation with the Fishermen's Mission, Maritime and Coastguard Agency (MCA), Nautilus International and the Fishing Industry Safety Group (FISG). Its aim is to inform and assist all those with an interest in commercial fishing, from vessel owners and skippers to crew from all nations and those in the maritime charitable sector who may be unfamiliar with fishing, to understand the legal welfare standards applicable to fishing vessels.

The International Convention was introduced to improve safety and welfare for commercial fishermen around the world – we all have a role to play in ensuring it makes a real and positive difference to our hard-working fishermen.



Marc Evans
Chief Executive
The Fishermen's Mission



Stuart Rivers
Chief Executive
Merchant Navy Welfare Board

Fred the fisherman will take us through the various parts of the Convention. He has been a fisherman all his working life and has worked on different types of fishing vessels from small potters to large pelagic trawlers.

Before we start, here are a few useful definitions. Other definitions will be explained as we work our way through the guide.

For more information on how to comply with ILO C188 please visit the home and dry commercial fishing safety campaign website www.homeanddry.uk

Fishing vessel owner: means the owner of the fishing vessel or any other organisation, manager, agent or bareboat charterer who has assumed the responsibility for the vessel's operation from the owner and has agreed to take over the duties and responsibilities imposed on the owner by the convention.

Length: means registered length as defined in the Fishing Vessel Codes of Practice.

Fisherman: means a person including the skipper who is employed, engaged or works in any capacity on board a fishing vessel, but does not include a person solely engaged as a pilot for the vessel.

Share fisherman: means you are not employed under a contract of service, are a skipper or a crew-

member of a British fishing boat manned by more than one person and you get all or part of your pay by sharing the profits or gross earnings of the fishing boat.

Skipper: means the person having command of a fishing vessel.

Fisherman's work

agreement: means a written agreement between a fisherman and another person in respect of the fisherman's work on board a fishing vessel.



CHAPTER 1

Am I old enough?

Phased in on 31st December 2018.

How old must you be before you can be a fisherman?

Generally, you cannot work on board a fishing vessel if you are under 16 years of age. However, this does not apply if you are 15 or over and your work is limited to light work during the school holidays.

The purpose of this work is to facilitate work experience and shadowing. In order to work you must have completed a basic sea survival course.

If you are under 18 then you cannot undertake any work that is likely to jeopardise your health, safety or morals.

Definition: *Night means a period which is at least 9 consecutive hours; and starts no later than midnight and ends no earlier than 5am.*

Can a fisherman who is under 18 work at night?

If you are under 18 you cannot work at night on a fishing vessel, unless you are under training following an established training programme.

The type of work undertaken at night should be in accordance with current requirements and not detrimental to your health, wellbeing and any training.



CHAPTER 2

Doctor, Doctor

Definition: *Medical fitness certificate (medical certificate) means a certificate attesting to a person's fitness to perform the duties which that person will carry out at sea and which is issued under the regulations.*

When do I have to have a medical certificate?

There is a 5 year phase in period starting with the larger vessels.

By 30th November 2023 if you want to work on a fishing vessel then you must have a medical fitness certificate. By 2023 this may be either an ENG1 or a ML5. There is a phase in period as follows:

- If your fishing vessel is over 24m and stays at sea for more than seven days then you must have a medical certificate by 30th May 2019.
- If your fishing vessel stays at sea for more than 72 hours, then you must have a medical certificate by 30th November 2019.

How long does a medical certificate last for?

A medical certificate is normally valid for a period of two years if you are over 18 or one year if you are under 18. In either case the doctor may specify a shorter period.
DO CHECK!

You cannot work on a fishing vessel in breach of a restriction or condition on your medical certificate.

You must have your medical certificate with you when you are working on board a fishing vessel. This can be difficult if you are working on a small open boat (in which case it might be worthwhile laminating it).

What happens if I lose my medical certificate?

If you lose your certificate, then you can apply in writing for a replacement to the doctor who issued the original certificate. There will be a fee for this to cover the administrative costs.

What happens if my certificate expires whilst I am at sea or if I have to do a pierhead jump?

If your medical certificate expires when you are at sea you can continue to work until you return to port, and then you can apply for a new certificate.

If you have to join a fishing vessel at very short notice, as long as your medical certificate was valid for 24 months (or one year if you are under 18 from the date of issue of the certificate) and if your certificate expired within one month before the day that you joined the fishing vessel then you may work until the vessel returns to port and you can apply for a new certificate.

In both cases you can continue for a maximum of 3 months.

Under exceptional circumstances exemptions can be granted. You can apply to the MCA for this.

Who can issue a medical certificate and who pays for it?

If you are employed on a boat or have been offered employment, then the cost of the medical examination should be paid for by the employer.

Definition: *Medical practitioner means a medical practitioner (doctor) approved by the MCA to issue a medical fitness certificate (medical certificate).*

Can a doctor put restrictions on my medical certificate?

Yes. The doctor carrying out the examination may feel it is necessary to restrict the capacity of sea service or the geographical area for which you can work. These restrictions will be on the certificate.

Are foreign medical certificates acceptable?

Certain foreign medical certificates are acceptable provided that they have been issued by a country that is recognised by the UK. A list of these countries can be found in annex 4. Foreign medical certificates must either be in English or have an English translation.

What if my fitness gets worse once a certificate has been issued to me?

If, unfortunately you develop a significant medical condition or you are likely to be unable to work for thirty days or more due to a medical condition, you must report this to the doctor who issued the certificate or to any other doctor.

Once this has been reported the medical certificate may be suspended until you have been assessed by an approved doctor and the doctor decides that you are fit enough to continue working.

A medical condition means either an injury or illness and a significant medical condition is one which affects your ability to carry out your duties including emergency duties.

A doctor may suspend your medical certificate if there are reasonable grounds for believing there has been a significant change in your medical fitness, or you are not complying with the terms of your medical certificate, or the doctor was not fully aware of your medical condition when issuing the certificate, or the medical certificate was not issued correctly.

Your certificate might be suspended until a further examination can take place, or for a specific period. The doctor may decide to cancel your certificate. In both cases, you will have to surrender your certificate to the doctor.

Fred asks: What if I don't agree with the doctor's decision?

If you are unhappy with the doctor's decision then you can appeal to the MCA to have the decision reviewed by a medical referee.

If you apply to the MCA, you must do this within one month after you were told about the decision.

If your appeal is successful, the medical referee can issue a new certificate. The new certificate will include any restrictions the referee considers appropriate.

It is important that you attend any appointments with the medical referee. If you do not attend without giving sufficient notice, then the MCA may recover the costs incurred.

For more information on medical certification please visit the home and dry commercial fishing safety campaign web site (www.homeanddry.uk).



CHAPTER 3

I'm tired!

Fred says, "It is accepted that fatigue is a contributory cause of accidents, injuries, death and long-term ill health. Fatigue has also resulted in damage and loss of vessels and the consequential environmental harm".

All fishermen have to comply with hours of rest requirements from 31st December 2018 and manning requirements for over 24m vessels and those at sea for more than 72 hours were phased in on 30th November 2019.

Definitions: *"Working time" means any period during which the worker is working, and carrying out his activities or duties, and at any time when undertaking training.*

"Rest period" means any time that is not working time apart from rest breaks.

"Employment" means employment under contract.

"Relevant training" means work experience relating to a training course or programme, training for employment, or both, but not work experience or training provided by an educational provider.

"Worker" means a person employed aboard a UK fishing vessel.

"Night worker" means a worker who works at least three hours at night.

The maximum time that employed or share fishermen can work is 48 hours/7 day period spread over 52 weeks. You are entitled to adequate rest which must be at least 10 hours in any 24 hour period and not less than 77 hours for each 7 day period.

You are allowed rest breaks if your work may jeopardise your health and safety or where the work is monotonous. A rest break is less than 30

minutes and if there is only one break during 6 hours work, then this break should be at least 20 minutes.

Records of working hours have to be kept by the owner or employer to show that fishermen are receiving adequate rest. This information can be taken from other records that are kept for another reason.

Rest breaks are not included in the calculation of rest hours.

Records must be kept for at least 2 years.

What about exception reporting?

Providing that the vessel has either:

- A safe manning document.
- A safety management code in place.
- A schedule or other explanation of the expected work and rest pattern which comply with the permitted limits.

Then exception recording is allowed.

If the weekly hours of rest are breached, then this exception must be reported. When an equal period of compensatory rest has been taken then this should be signed off by both you and the skipper.

What about young persons?

The schedule of working hours must specify separately the hours worked by young persons.



Do I get holidays?

Definition:

Annual leave: Is the minimum amount of leave as prescribed in the regulations.

Voyage leave: Is additional leave as agreed between the employer and the fisherman.

Workers are allowed at least 4 weeks (1 week = 5 days) of annual leave every year which is paid at the normal rate. This leave may be taken in installments but cannot be "cashed in" except when your employment is terminated.

In addition, you are allowed 1.6 weeks of additional leave (pro-rata if you have worked less than a year). This additional leave is to be calculated in days and a fraction of a day is to be treated as a whole day.

The total amount of leave cannot exceed 28 days.

Example 1: A fisherman working 5 days/week is entitled to: $(4 \times 5) + (1.6 \times 5) = 28$ days

Example 2 : A fisherman working 3 days/week is entitled to: $28 \times 3/5 = 17$ days



Health assessments?

Your employer must offer you the opportunity of a free health assessment if you work at night. If, as a result, your health is suffering connected with your night work your employer should try to put you on daywork.

CHAPTER 4

List of crew

Definition: A “nominated person” means the company office, online management system, family ashore, the fish selling company or where the list is left.

Who does this apply to?

Unless the fishing vessel is operated single handedly by the owner, every fishing vessel must have a list of crew. For vessels of 45m or over the list of crew must be sent every year to the Registry of Shipping and Seamen.

What must the list of crew contain?

The list of crew must contain:

- The name of the fishing vessel, its port of registry and the official number.
- The name and address of the owner.
- The name and address of each fisherman.
- The date and place of birth of each fisherman.
- Their nationality.
- The name of the vessel which the fisherman last worked on (if this is more than 12 months, the year that the fisherman left).
- Their capacity on board.
- The type and number of any certificates of competency.
- Their start date.
- The date, place and reason that the fisherman left the vessel.
- The date, place and reason that they were left behind (other than on discharge).
- The name, address and relationship of each fisherman’s next of kin.

In addition, a list of young persons under 18 must be completed and added to the list of crew. If no young persons are carried, then NIL should be entered on the form.

What do I do with the list of crew?

A copy must be carried on board and another one must be left ashore with the nominated person prior to departure. This may be either in hard copy or in electronic form and must always be left with the same person.

The reason for this is so that it is accessible in the unfortunate event of the vessel being involved in an incident.

Does a new list of crew have to be produced for every voyage?

No. If the crew remains the same then there is no need to complete a new one every time you go to sea. It only needs to be updated when someone leaves or joins the vessel.



CHAPTER 5

Fisherman's work agreement

What's all this about? I have never had a work agreement before so why do I need one now?

The work agreement ensures that you have fair terms of employment. Work agreements phased in from 31st December 2018. Obviously, they are not necessary for single handed owner/operators.

Does the work agreement have to contain certain information?

The work agreement must include the following information:

- Your full name, date of birth (or age) and birthplace.
- The place and date that the agreement was finalised.
- The name of the fishing vessel (or vessels) and the registration number (or numbers).
- The employer's name, or the owner's name or another party.
- If possible, the voyage or voyages to be undertaken.
- Your job on board.
- If possible, the place and date when you have to report on board.
- The provisions to be supplied to the fisherman.
- Wages, or the amount of the share and the method used for calculating the share together with any agreed minimum wage.
- The termination of the agreement.
- Compensation arrangements in the event of sickness, injury or death.
- Amount of paid annual leave (workers only).

- Health and social security benefits provided by the owner or employer.
- Repatriation.
- Reference to a collective bargaining agreement if there is one.
- Minimum periods of rest.
- A declaration by the owner and you confirming that the agreement meets the requirements of certain regulations.

All or some of the above may be included in another document.

What if I am not sure about the terms and conditions?

It is important that you enter into the agreement freely. Before signing, the owner must take reasonable steps to ensure that you have had the opportunity to review and take advice on the terms and conditions of the agreement. Your rights and responsibilities under the agreement should be explained to you.

If you need any help with this, you might like to talk to your local Fishermen's Mission Area Officer.

Do I get a copy?

Yes. The work agreement is one of the most important pieces of paper that you have. As soon as practicable the owner must give you an original copy signed by both you and the owner.

The agreement should be written in a language which the fisherman can understand. If this is not English, the owner must ensure that an English translation is available.

CHAPTER 6

Time to go home (repatriation)

This was phased in on 31st December 2018.

When can I go home?

An owner is normally responsible for the repatriation of a fisherman as soon as practicable when:

- Your work agreement expires.
- The owner terminates your agreement.
- You terminate the agreement.
- You cannot carry out your duties because you are ill, injured or have a medical condition that requires you to go home. Also, if you are shipwrecked or the owner has gone bankrupt, sold the vessel or changed the registration or the vessel is bound for a war zone.
- You have completed the maximum time on board according to your work agreement and in any case 12 months after joining the vessel.

Where can I be repatriated to?

You can be repatriated to the place stated in your work agreement, or any other place subsequently agreed between you and the owner.

If the work agreement does not specify a place and one has not been agreed you can choose to be repatriated to either the place where you joined the vessel, or to your home country.

When do the owner's responsibilities end?

The owner's responsibilities end:

- Once you have arrived home.

CHAPTER 7

Home sweet home (crew accommodation)

Definition: “Crew accommodation” means accommodation, including its construction, machinery and its equipment, intended to be used by fishermen.

“Length overall” and “registered length” have the same meaning as that stated in the Fishing Vessel Codes of Practice.

For existing vessels and new vessels planned or under construction this was phased in on 31st December 2018.

What are the general requirements and where can I find the more detailed ones?

The crew accommodation requirements for fishing vessels depend upon its length. The break points are under 15m, 15-24m and over 24m.

Detailed requirements can be found in MSN1871, 1872 and 1873, respectively.

If you live on board a fishing vessel then suitable accommodation is to be provided taking account of the vessel’s length together with:

- Maintenance of accommodation and galley spaces with due regard to hygiene and overall safe, healthy and comfortable conditions.
- Ventilation, heating, cooling and lighting.
- Mitigation of excessive noise and vibration.
- Location, size, construction materials, furnishing and equipping of sleeping rooms, mess rooms and other accommodation spaces.
- Sanitary facilities including toilets, washing facilities, and supply of sufficient hot and cold water.
- Procedures for responding to complaints concerning crew accommodation (see Chapter 15).

Are exemptions allowed?

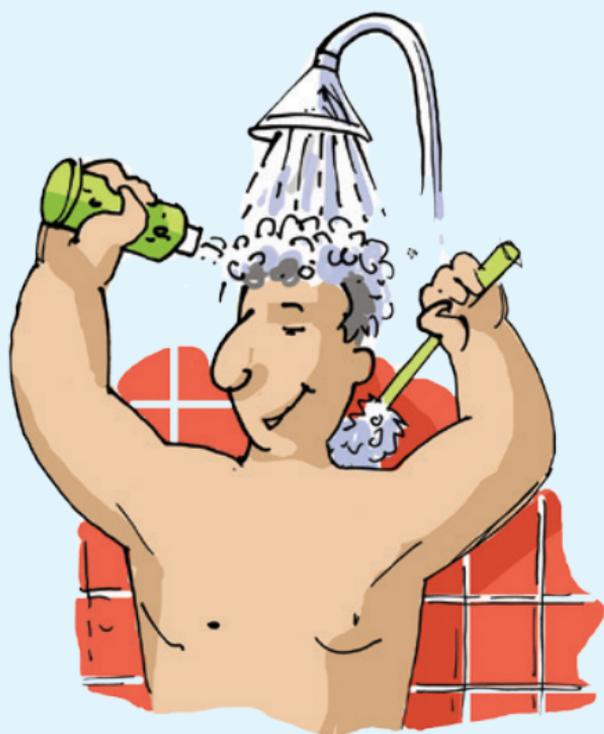
Exemptions are permitted providing that they do not result in reduction in standards. Before an exemption is issued the MCA will take into account the interests of the fishermen and their cultural, religious and social practices.

A copy of the exemption certificate should be kept on board.

Why are crew accommodation inspections needed?

At least every seven days the skipper and another crew member must inspect the crew accommodation to make sure that it is clean, habitable, safe and in a good state of repair.

Details of these inspections must be entered into the official log book.



CHAPTER 8

Food, glorious food

Who provides the food then?

It is up to the skipper and owner to provide food and drinking water of suitable quantity, quality and nutritional value free of charge.

The skipper should make sure that the meals provided are varied and take account of different religious and cultural requirements and practices. This means that if foreign fishermen are working on board the skipper should consider their dietary needs.

The food provided should be edible (within use by dates) and should not contain anything which is likely to cause sickness or injury to health or which renders any food or drinking water unpalatable.

What about the galley?

The galley and food storage areas must be kept clean, tidy and in a hygienic condition. Food should be stored at the correct temperatures and sensible precautions should be taken to prevent cross contamination and sickness.

Waste should be put into closed, well-sealed bins and kept away from food handling areas whenever possible.

What's this rubbish about inspections then?

In order to ensure that the food, drinking water and catering facilities are in good order, inspections should be carried out by the skipper (or someone else appointed by him) at least every seven days.

The time, date of the inspection, who carried it out, any deficiencies or problems found have to be recorded in the official log book where there is one.

CHAPTER 9

Insurance

This was phased in on 30th November 2019.

Why is insurance needed?

Insurance is needed to provide adequate financial assurance so that the owner can meet any liabilities including those connected with work agreements, to provide compensation in the event of death or long-term disability to you resulting from an occupational injury, illness or hazard. It is up to the owner to decide on the amount of cover required.

If the owner does not have any insurance, then the vessel cannot go to sea.

What does this mean for me?

This means if you suffer either an injury or illness because of your work on board a fishing vessel then you can claim compensation from the owner.



CHAPTER 10

Recruitment and placement

Definition: *A recruitment and placement service (manning agency) means: any person, company, institution, agency or other organisation, in the public or the private sector, which is engaged in recruiting fishers on behalf of owners or placing fishers with owners.*

Fred says, "This is more to do with merchant seafarers than fishermen, but it is in C188. The requirements between the convention dealing with merchant seafarers and this one are broadly the same".

Manning agencies only place a small number of fishermen on UK vessels and these tend to be non-UK residents.

Manning agents should operate within a system of licensing, certification or other form of certification. It is not necessary for a UK based manning agency to be licensed but in order to assist UK based manning agencies the MCA introduced, a number of years ago, a voluntary system where organisations are audited and given a certificate.

Many manning agencies based abroad, for example, the Government of the Philippines, operate a compulsory certification scheme.

Owners who are or intend to use a manning agency either in the UK or abroad should request a copy of their certificate from the relevant authority. If the agency is unable to provide one, then it is recommended that the owner thinks twice about using that agency.

If you are unsure whether you are being taken advantage of you might like to seek advice from either the MCA, a fishermen's federation, your trade union (including the International Transport Workers' Federation) or the Fishermen's Mission.

What are the basic requirements?

Regardless of whether you are recruited through a manning agency, by word of mouth or by some other method, the following applies:

- No fees or other charges should be paid, either directly or indirectly by you for gaining employment. This is known as paying for jobs.
- Means, mechanisms or lists should not be used to prevent you from gaining employment. This is known as blacklisting and is discrimination. For example, it might be because you belong to a Trade Union.

If you are unsure whether you are being taken advantage of you might like to seek advice from either the MCA, a fishermen's federation, your trade union (including the International Transport Workers' Federation), or the Fishermen's Mission.



CHAPTER 11

Money, money, money

Wages, what wages?

Your entitlement to wages is in your work agreement. Wages must be paid monthly or at other intervals according to your agreement.

You are also entitled to receive any other payments (remuneration). These payments must be made within a reasonable time or as set out in your work agreement.

Do I get a pay slip?

The owner should give you a pay slip periodically and at least monthly and within one month once your agreement has been terminated.

What about if I am a share fisherman?

If you are not an employee, then your statement must include the following information:

- Payments due.
- Payments made.
- Any rates of exchange and any relevant commission charges.

CHAPTER 12

I feel sick

If I am injured or become ill whilst at sea who pays for the medical care?

You are entitled to receive medical treatment on board the vessel. You are also entitled to receive medical treatment ashore in a timely manner.

The cost of the treatment on board and ashore together with your transfer ashore is the responsibility of the owner.



CHAPTER 13

Health and safety

Fred says, "It is well known that commercial fishing is a dangerous occupation. Accident and injury rates are considerably higher than other industries. Many of these accidents could have been avoided if suitable precautions and systems were used. The current regulations were extended to share fishermen on 31st December 2018.

There is a whole host of information published by the MCA on health and safety. It is not sensible to discuss each individual piece of information in this chapter, but to concentrate on people's responsibilities.

Any precautions that are put in place on board a particular fishing vessel apply to both employed and share fishermen alike".

Definition: *"As far as reasonably practicable" means weighing risks against the trouble, time and money needed to put suitable measures in place. If after initial measures have been put in place any further controls to further reduce the risk is minor and involves high cost then it can be reasonably argued that nothing more needs to be done. This involves a degree of judgement and this should always be in favour of safety.*

What are the owner's duties?

The owner has as far as is reasonably practicable, the overall responsibility for the health and safety of everyone who works on the fishing vessel. In addition, they should provide sufficient resources and facilities to ensure that the skipper can operate the vessel safely. It is the owner's (or manager's) responsibility to produce a health and safety policy, so it is quite clear to the skipper and the crew what is expected.

To do this the owner or manager should:

- Reduce risks by replacing dangerous practices, substances or equipment with less dangerous ones.
- Ensure that suitable and sufficient risk assessments have been completed for all work activities and these are available to everyone.
- Adopt safe working practices.
- Provide appropriate personal protective equipment (PPE) including personal flotation devices (PFDs). The wearing of PFDs is mandatory and came into force on 31st December 2018.
- Reduce any adverse effects on health and safety.
- Take account of new technology and developments in workplace design and equipment.
- Adopt a coherent approach to vessel management by taking account of health and safety at every level.
- Give collective measures priority over individual ones.
- Provide instruction, information and training to fishermen. Any training should be repeated periodically and take account of any changes.
- Ensure that all fishermen have undertaken basic safety training.



Does the skipper have any responsibilities?

In the absence of the owner or manager the skipper has responsibility for health and safety as they are in control of the operation. In doing so the skipper should:

- Supervise the crew to ensure that they are working safely.
- Manage the crew in such a way which takes account of health and safety and the prevention of fatigue.
- Provide occupational health and safety training.
- Ensure that the vessel is operated safely.
The skipper should be given the authority to make decisions that are necessary to ensure the safety of the vessel and its crew.

What about the fisherman?

Every fisherman must:

- Take care of their own health and safety and that of others.
- Co-operate with the owner and skipper with respect to health and safety.
- Inform the skipper of any health and safety problems, including any work which represents a serious danger to health and safety.
- Use any PPE that is provided to them.
- Not use any machinery or equipment without having been given adequate training.
- Not disconnect or tamper with any safety device.

Tell me more about risk assessments?

As mentioned above the owner/manager must produce risk assessments for all work activities carried out on board the vessel. These should be documented so that everyone can read them.

Risk assessments should help to identify if any specific training is required.

The skipper and crew should be involved in producing these assessments because they are

the ones doing the work. These assessments should be reviewed on a regular basis if there has been a significant change in circumstances or following an accident.

If any further risks come to light while working these should be brought to the owner's/ manager's attention and if necessary, a risk assessment produced.

What about training?

It is important when assigning work to make sure that the fisherman is capable of doing that task.

You should be provided with health and safety training:

- Before undertaking any work activities.
- If you are being exposed to new risks because of a change in responsibilities, or if you are using different equipment.
- The introduction of new technology, new systems of work or changes to existing working practices.



CHAPTER 14

Is my boat legal?

Does this involve a survey?

All vessels require a survey. Before a Work in Fishing Convention Certificate can be issued an initial survey must be carried out.

This will be phased in over a three year period taking account of the survey cycle of individual vessels. Vessels which are over 24m in length or those fishing more than 200 miles require a certificate by 30th November 2019.

A renewal survey must be completed:

- within 4 years of an initial survey for vessels of 24m and over.
- within 5 years of the initial survey for vessels under 24m in length.

It makes sense, when possible, to “harmonise” this survey with the fishing certificate one.

What about a certificate?

Once a survey has been completed and the surveyor is happy a certificate must be issued.

A certificate must be issued on the day that the survey has been completed and is valid from that date. The duration of the certificate is dependent upon the length of the vessel but must not be more than 5 years.

The certificate must be posted up in a visible place on board where fishermen can see it.

What happens if the renewal survey is completed before the original certificate expires?

If the renewal survey is completed within 3 months before the expiry date of the existing certificate, the new certificate can be issued from the original expiry date. If the survey is completed outside of this 3 month “window” then a new expiry date will be used.

When does a certificate cease to be valid?

A certificate ceases to be valid when:

- The vessel transfers to another flag.
- The vessel is sold.
- Substantial changes are made to the accommodation or food and catering facilities.
- The accommodation, food or catering facilities have been damaged and have not been repaired.

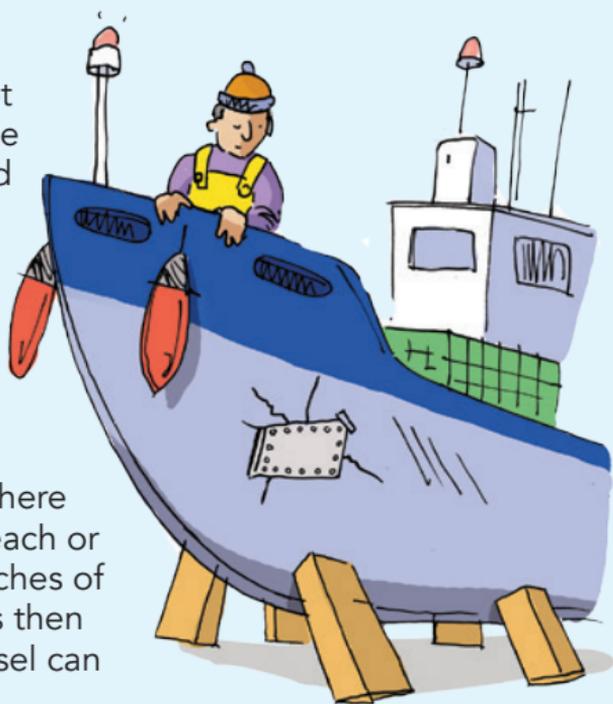
What happens if I disagree with the survey outcome?

If you are unhappy with the outcome of the survey and are unable to resolve this in discussion with the surveyor, the local Marine Office or MCA Headquarters, you can write, within 21 days, to the organisation that carried out the survey stating that there is a dispute relating to the survey and requesting that the matter is referred to a single arbitrator.

What can happen if I ignore the rules?

If a fishing vessel tries to go to sea without a certificate, then the owner and skipper can be prosecuted. The same applies if someone intentionally alters the certificate or produces a false one.

If a fishing vessel does not comply with the regulations and the conditions on board are clearly hazardous to the safety, health and security of the fishermen, or there is a serious breach or repeated breaches of the regulations then the fishing vessel can be detained.



CHAPTER 15

And another thing

Definition: A complaint means information submitted by a fisherman about the living and working conditions on board a particular fishing vessel. An onshore complaint is a method whereby a fisherman can make a complaint to the MCA about the working and living conditions on board a particular fishing vessel.

What's this about then?

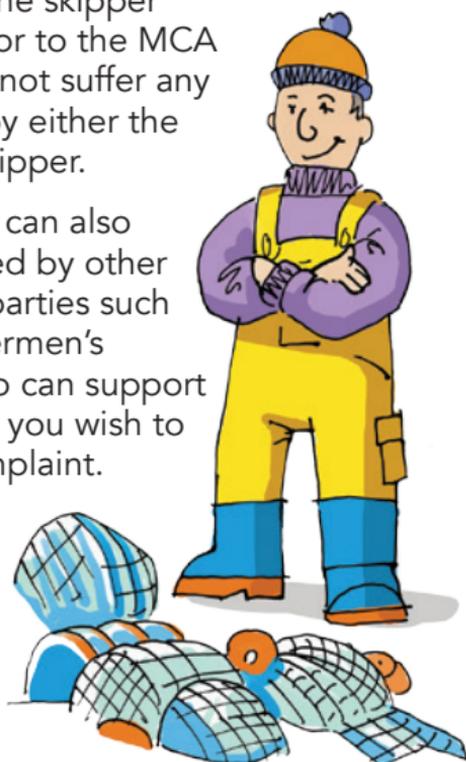
You may make a complaint to the MCA if you feel that the fishing vessel does not conform to the requirements of the Convention. Before doing this, you might like to discuss the problem with the skipper and the owner.

If you do decide to complain to the MCA, then the MCA must treat your complaint as confidential.

The MCA contact details for complaints is: workinfishingconvention@mcga.gov.uk

As a result of making a complaint either directly to the skipper and owner or to the MCA you should not suffer any detriment by either the owner or skipper.

Complaints can also be submitted by other interested parties such as the Fishermen's Mission who can support and assist if you wish to make a complaint.



ANNEX 1

FISHERMEN'S MISSION CONTACT DETAILS

www.fishermensmission.org.uk/find-us

ENGLAND

Email: **cornwall**@fishermensmission.org.uk

Telephone: 07884 188616

Email: **devon**@fishermensmission.org.uk

Telephone: 07917 754293

Email: **eastAnglia**@fishermensmission.org.uk

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Telephone: 07833 461145

Email: **nscotland**@fishermensmission.org.uk

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Email: **orkneycaithness**@fishermensmission.org.uk

Telephone: 07736 133424

Email: **sescotland**@fishermensmission.org.uk

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Email: **wscotland**@fishermensmission.org.uk

Telephone: 07917 754407

WALES

Email: **wales**@fishermensmission.org.uk

Telephone: 07827 965241

ANNEX 2

FISHERMEN'S FEDERATIONS CONTACT DETAILS

National Federation of Fishermen's Organisations (NFFO)

30 Monkgate, York YO31 7PF

Tel: 01904 635430

Email: nffo@nffo.org.uk

Scottish Fishermen's Federation (SFF)

24 Rubislaw Terrace, Aberdeen AB10 1XE

Tel: 01224 646944

Northern Ireland Fish Producers' Organisation (NIFPO)

Portavogie Office, 1 Coastguard Cottages,

Portavogie BT22 1EA

Tel: 028427 71946/71954

Kilkeel Office

The Harbour, Rooney Road, Kilkeel BT34 4AG

ANNEX 3

MARITIME AND COASTGUARD AGENCY CONTACT DETAILS

Aberdeen Marine Office

Marine House, Blaikies Quay, Aberdeen AB11 5EZ
Email: aberdeenmo@mcga.gov.uk
Tel: 020 381 72001

Belfast Marine Office

Bregenz House, Quay Street, Bangor BT20 5ED
Email: belfastmo@mcga.gov.uk
Tel: 020 381 72012

Cardiff Marine Office

Anchor Court, Keen Road, Cardiff CF24 5JW
Email: cardiffmo@mcga.gov.uk
Tel: 020 390 85220

Colchester Marine Office

Iceni Way, Colchester CO2 9BY
Email: colchestermo@mcga.gov.uk
Tel: 020 390 85165

Glasgow Marine Office

Albex House, Marchfield Drive, Paisley PA3 2RB
Email: glasgowmo@mcga.gov.uk
Tel: 020 381 72011

Hull Marine Office

Crosskill House, Mill Lane, Beverley,
East Yorkshire HU17 9JB
Email: hullmo@mcga.gov.uk
Tel: 020 381 72018

Liverpool Marine Office

Hall Road West, Crosby, Liverpool,
Merseyside L23 8SY
Email: liverpoolmo@mcga.gov.uk
Tel: 020 390 85110

Plymouth Marine Office

Suite 5, Endeavour House, Oceansgate,
Vivid Approach, Plymouth PL1 4RW
Email: plymouthmo@mcga.gov.uk
Tel: 020 390 85245

Southampton Marine Office

Spring Place, 105 Commercial Road,
Southampton SO15 1EG
Email: southamptonmo@mcga.gov.uk
Tel: 020 381 72210

ANNEX 4

COUNTRIES WHOSE MEDICAL CERTIFICATES ARE ACCEPTED BY THE MCA

European Union & European Economic States

Belgium
Bulgaria
Croatia
Cyprus
Czech Republic
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Iceland
Ireland
Italy
Latvia
Lithuania
Luxembourg
Malta
Netherlands
Norway
Poland
Portugal
Romania
Slovakia
Slovenia
Spain
Sweden

Other Countries

Australia
Bermuda
Canada
China
Ghana
Hong Kong
India
Jamaica
Mauritius
New Zealand
Pakistan
South Africa
Sri Lanka
Ukraine

ANNEX 5

GOOD HYGIENE TIPS

1. Wash your hands regularly.
2. Make sure that you are wearing suitable, clean clothing and footwear.
3. Do not smoke in the galley.
4. Do not work in the galley if you are ill.
5. Store food properly. Raw food should not drip on to cooked food.
6. Make sure that the fridge temperatures are correct.
7. Cook food thoroughly. Use a temperature probe.
8. Do not defrost food on the counter.
9. Clean the oven, sink and all the other surfaces regularly.
10. Keep food either hot or cold. Be careful when reheating foods especially rice.
11. Avoid cross contamination by using separate chopping boards for example.
12. Maintain the fridges and cooker, including the grease trap if one is fitted.
13. Use a good waste bin with a proper lid.



MERCHANT NAVY WELFARE BOARD

Merchant Navy Welfare Board

8 Cumberland Place

Southampton, Hampshire SO15 2BH

Tel: 02380 337 799 Website: www.mnwb.org

*Charity No. 212799 in England & Wales and SC039669 in Scotland
A Company Limited by Guarantees No. 453053.*



The Fishermen's Mission

Mather House, 4400 Parkway, Solent Business Park,

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