

Ethical & Welfare

Compliance
support guide



Introduction

This compliance support guide for Ethical and welfare is here to provide you with the necessary knowledge and support to complete 5 basic measures which together will ensure that you are operating in an ethical way which ensures the welfare of your crew. Each section can be used on its own but it is intended that all sections are implemented together.

It is the responsibility of the skipper to ensure that the vessel is legal and providing a safe place of work for the crew. These 5 sections are recommended as good practice for all fishing vessels which are crewed.

Sections



Work Agreement



Fitness for Work



Drugs and Alcohol



Safe Manning



Living arrangements



Work Agreement

Contents

Self Employed Crews (Fixed rate and Share Fishermen)	7
Employed Crews	8
EEA Crews	8
Non EEA Crew Working Inside 12nm	8
Non EEA Crew Working Outside 12nm	8
Insurance	8
Pay Statement	9
Minimum Work Agreement / Contract Requirements	9
Crew Settling Record	10

Why do I need a Work Agreement?

A work agreement is necessary to make it clear what is expected of both the parties to the agreement. If the crew is employed by the Owner the agreement is an employment contract, however if the crew is self employed the agreement is in no way meant to change the rights afforded to a share fisherman by the taxation meaning of this term or in any way change their Self employed status to that of an employee.

Rates of pay for employed cannot be lower than those applicable to crews from their respective country of residence, however the crew have the right to negotiate their rate of pay with the employer to a higher level than those described above.

Definitions

Work Agreement	A document signed by the crew forming either an Employment between Employee and Employer or in cases where the crew are paid as a share fisherman or are self employed a Contract of services between Owner and Crew, which does not alter the crew's rights to be self employed for tax and national insurance purposes.
Share Fisherman	A fisherman who is remunerated on a % share of the catch agreed prior to departure.
Self Employed	A fisherman who is paid in services provided to a vessel, but is not beholden to a specific vessel or working pattern with the vessels.
Employer	The person responsible for the employees
Employee	The Crew member who is directly employed by a work agreement that forms a contract of Service. An employee cannot choose which vessel they work on as they are contractually obliged to a singular vessel or range of vessels.
Owner	The person with overall financial ownership of the fishing vessel. In some cases this will be a company or multiple owners with shares in the vessel.
Skipper	The person engaged to be in charge of the vessel.
Crew	The workers who carry out the working activities of the vessel, excluding contractors and pilots.

Self Employed Crews (Fixed rate and Share Fishermen)

Crews onboard fishing vessels where they are either paid by a share of the catch or are remunerated per trip are generally classed as self employed share fishermen. This status has two main purposes. It outlines the work parameters of the crew allowing them to move between vessels freely, and also enables them to manage their own tax and social security affairs. As part of this guidance it is required that these crews have a work agreement between the vessel's owner and themselves to state the terms of the

service that they are afforded and themselves provide.

This agreement is not an employment contract and does not change the employment status of the Owner or the Crew with respect to health and safety legislation or tax and social security obligations.

Employed Crews

When a crew is employed it means that they will be paid a regular wage on a fixed period basis. this period shall not be more than 1 calendar month. An employed crew has the right to paid holiday leave as well as other benefits which are not the subject of this guide. An employed crew requires a contract of employment.

EEA Crews

Crews from the European Economic Area are able to freely move between EU countries and engage in work, these crews typically are self employed and therefore require a service agreement as part of the compliance with this guide.

Non EEA Crew Working Inside 12nm

If the non EEA crew are to work inside the 12nm sea area they will require a work visa, unfortunately you cannot currently get a work visa for working inside the 12nm limit. Once Non EEA crew are able to work inside the 12nm limit they will be Employees within the United Kingdom and the HMRC employment laws will then apply, like Minimum Wage, National Insurance and Tax.

Non EEA Crew Working Outside 12nm

Non EEA crew except in rare circumstances are to work outside the 12nm territorial sea area and to get to the vessel inside the UK will require a transit visa from the UK Home Office. The employer is liable for travel expenses of the crew in all circumstances.

Once the crew have joined the vessel they are then permitted to re-enter the UK on the vessel's return from its operations without specific permission from UK Border Force Immigration Officers, under Section 8(1) of the Immigration Act 1971. However this permission is strictly time limited to the vessel's next departure date, when the crew must rejoin the vessel. Border Force Immigration Officers reserve the right to examine the crew and ensure they meet the terms of the Immigration Act for entry without permission. In other cases, such as entry for repatriation or hospital treatment, permission must be sought.

It is suggested that the Visa is checked and the vessel name on the Visa must match the Vessel name on which they are working. If permission has been granted by an immigration officer for crews to move about vessels within one company A letter stating this permission must be onboard each of the vessels.

Insurance

There is an "additional liability to cover the wider contractual obligations to fishing vessel owners, such as medical expenses and dependency benefits. This isn't employers liability insurance as such, but crew liability to protect the vessel owner against any claims brought against him by crew. It is important to ensure that the crew are covered by an insurance policy.

Pay Statement

Whichever way a crew member is paid a record of funds received should be made and signed by the crew. The crew has a right to privacy in the means and amount of their payment.

Minimum Work Agreement / Contract Requirements

Crews employed through an agency may be given additional contract to sign, it is therefore recommended that the original contract is used and as a minimum standard the following conditions are upheld in the work agreement regardless of secondary contracts. The fisher's work agreement shall contain the following particulars, except in so far as the inclusion of one or more of them is rendered unnecessary by the fact that the matter is regulated in another manner by national laws or regulations, or a collective bargaining agreement where applicable:

1. the fisher's family name and other names, date of birth or age, and birthplace;
2. the place at which and date on which the agreement was concluded;
3. the name of the fishing vessel or vessels and the registration number of the vessel or vessels on board which the fisher undertakes to work;
4. the name of the employer, or fishing vessel owner, or other party to the agreement with the fisher;
5. the voyage or voyages to be undertaken, if this can be determined at the time of making the agreement;
6. the capacity in which the fisher is to be employed or engaged;
7. if possible, the place at which and date on which the fisher is required to report on board for service;
8. the provisions to be supplied to the fisher, unless some alternative system is provided for by national law or regulation;
9. the amount of wages, or the amount of the share and the method of calculating such share if remuneration is to be on a share basis, or the amount of the wage and share and the method of calculating the latter if remuneration is to be on a combined basis, and any agreed minimum wage;
10. the termination of the agreement and the conditions thereof, namely:
11. if the agreement has been made for a definite period, the date fixed for its expiry;
12. if the agreement has been made for a voyage, the port of destination and the time which has to expire after arrival before the fisher shall be discharged;
13. if the agreement has been made for an indefinite period, the conditions which shall entitle either party to rescind it, as well as the required period of notice for rescission, provided that such period shall not be less for the employer, or fishing vessel owner or other party to the agreement with the fisher;
14. the protection that will cover the fisher in the event of sickness, injury or death in connection with service;
15. the amount of paid annual leave or the formula used for calculating leave, where applicable;
16. the health and social security coverage and benefits to be provided to the fisher by the employer, fishing vessel owner, or other party or parties to the fisher's work agreement, as applicable;
17. the fisher's entitlement to repatriation;
18. a reference to the collective bargaining agreement, where applicable;
19. the minimum periods of rest, in accordance with national laws, regulations or other measures; and
20. any other particulars which national law or regulation may require.



Review Checklist

Making sure there is a clear and agreed work agreement between the owners and the workers of Fishing vessels give protection to both parties. To ensure legal compliance checks need to be made on a regular basis to ensure the workers are in agreement with their remuneration.

- All workers have a Work Agreement**
- Crew Visas match the vessels name**
- Insurance is correct for crew type**
- Workers get a setting / pay slip**
- A record of funds recieved is made**



Fitness for Work

Contents

Definitions	13
Basic Requirements	13
Deck Crew	13
Officers	13
Vessels at Sea for more than 3 days	13
Vessels over 24m	13
Occupational Health Questionnaire	14
Part 1: To be completed by Skipper/Owner	14
Part 2: To be completed by Crew	14
Declaration	15
Data Protection Declaration	16

What level of fitness is required?

The fishing industry has to main fitness requirements, there is a physical ability to do the task for which the workers are engaged in and the long term medical fitness necessary to spend prolonged periods of time away from medical assistance.

Definitions

Medical Fitness Certificate

Medical Fitness Test

Long term illness

Endorsements

Basic Requirements

Fishing is different from most other types of seafaring because much of the labour is done during extended hours and whilst at sea. Because of this it is necessary to make an assessment of the crew as to their suitability to work at Sea. All crews regardless of the size of the vessels they will eventually work on should complete a questionnaire on their health. If the skipper / owner is concerned by the questionnaire then they should refer the crew for a medical fitness certificate.

Crew

All crew require a self declaration of fitness, an example of such a declaration is attached to this guide. Where there is doubt or concerns towards fitness the skipper may request that the crew gets a medical fitness certificate prior to work.

Officers

Because of the enhanced responsibility of a certificated officer it is required that they have an in date Medical Fitness Certificate.

Vessels at Sea for more than 3 days

All crews on a Fishing vessel that is at sea for more than 3 days require a Medical Fitness Certificate

Vessels over 24m

All crews on a Fishing vessel that is at sea for more than 3 days require a Medical Fit-

ness Certificate

Medical Fitness Self Certificate

Part 1: To be completed by Skipper/Owner

Crew Name
 Address
 Role onboard
 Crew NI Number
 Date of birth/ age
 Vessel Name
 Date of test

Part 2: To be completed by Crew

Complete all parts by ticking the boxes and providing more details where required. At the end you will be asked to sign a declaration, to say that you have answered the questions truthfully and to the best of your knowledge. Please be reassured that the medical information you provide will remain confidential.

Health history/current condition (since your last health check with an Occupational Health Service Provider)

Have you ever had the following?	No	Yes	If yes please give further details
Hearing problems			
Visual problems or colour blindness			
Anaemia or other blood disorders?			
Disorders of the nervous system including epilepsy, balance problems, dizziness or light-headedness?			
Recurrent or persistent headaches?			
Psychiatric illness or trouble with nerves, stress, depression or anxiety, early waking or unpleasant dreams or difficulty sleeping?			
Disease of the heart or circulation including angina, chest pains, palpitations swollen ankles, leg cramps when walking and high blood pressure?			
Allergy to any food, drug or other substance at home or at work? Please describe the effect.			
Asthma, bronchitis or chest disease such as persistent cough or breathlessness?			
Stomach or duodenal ulcer, indigestion, heartburn or stomach pains?			
Bowel disorder or problems?			
Kidney or bladder disorder, pain, blood or frequency in passing urine?			
Diabetes or thyroid disease?			

Have you ever had the following?	No	Yes	If yes please give further details
Hernia or rupture?			
Disorder of the back, neck, joints or muscles?			
Disorder affecting the hands or arm?			
Skin disease or dermatitis?			
Ear disease or deafness?			
Eye disorders including colour blindness? Have you had laser/corneal surgery?			
Hepatitis, jaundice or other liver or gall bladder disease?			
Disturbed sleep from snoring or breathing difficulty, daytime sleepiness, or diagnosed with a sleep disorder			

Have you ever had the following?	No	Yes	If yes please give further details
Do you take illegal drugs or believe you have an alcohol problem?			
Have you ever had a serious injury or broken bones?			
Have you ever had an operation?			
Have you had or are you waiting for any investigations, tests or treatment?			
Are you taking any drugs or medicines? If yes, please list.			
Have you left a job for medical reasons?			
Have you ever had an illness caused by your work?			
Have you been away from work for at least two weeks due to illness in the past two years?			
Do you suffer from any other health problem or disability, which is relevant to your job or the proposed job?			

Notes:

Please read and sign the following:-

Declaration

I declare that the information I have provided about my medical fitness is to the best of my belief true and complete. As a result of completing this form I understand that I may be asked for clarification of one or more points arising from the questionnaire, and I

may be asked to gain a medical fitness certificate from an MCA approved doctor. I also understand that if, in the event that I am offered work, it is subsequently shown that I have knowingly provided misleading or false information, or knowingly withheld medication information, I may be in breach of my work agreement.

Print name Date Signature

Data Protection Declaration

I consent to the computer and other processing and use (which may be in any part of the world) by the data controllers and relevant third parties of: (i) my personal medical details contained in this questionnaire and (ii) all test results obtained from any periodic medical examination that I may have, for the following purposes:

1. Combining my health data (identified by my name) with data of other employees (identified by name) to produce, at any time and from time to time, basic and detailed reports of all workers' health;
2. Forwarding those reports set out in paragraph 1, at any time and from time to time, to the vessel owner so that they can identify any decline in my, or other workers', health in order to take appropriate action to comply with their obligations under any health and safety legislation; and
3. Retaining my health data (identified by name) for the purposes of comparing with more recent data to produce those reports set out in paragraph 1 above.

For the purposes of this declaration the test results that may be processed and used include, but are not limited to, tests for eyesight, hearing, cardio-vascular, respiratory, gastro-intestinal, genito-urinary, muscular-skeletal, and neurological conditions, blood, urine and drug/alcohol tests and tests for vibration related disorders.

Print nameDate Signature



Review Checklist

Crew fitness is not easy to measure or define as being at one level, but it is important that a basic level of medical fitness is provided by the workers onboard for the protection of the worker, the other workers and the vessel.

- Have a Fitness self declaration for each member of crew.**
- Where necessary ensure crews have in date ENG1 Medical fitness certificates.**



Drugs and Alcohol

Contents

Definitions	21
Legislation	21
Merchant Shipping Act 1995	21
Harbour byelaws	21
Railways and Transport Safety Act 2003	21
General Statement	21
Aims	21
Drug and Alcohol Testing	22
Vessel Searches	22
Policy Poster	22
Alcohol & drugs policies & procedures	23

Why do I need to a drink and drugs policy?

Alcohol and drugs continue to be contributing factors in accidents on fishing vessels, to make sure it is clear how your vessel controls the risk from alcohol and drugs you should have a policy in place for the crew to follow.

Definitions

Alcohol

Drugs

Legislation

Merchant Shipping Act 1995

Fishing crews could be prosecuted under the Merchant Shipping Act 1995 if it is suspected that their actions are endangering other vessels, structures or individuals and they are under the influence of alcohol.

Harbour byelaws

Harbours often have byelaws which are applied to discourage skippers and crews from operating their vessels whilst under the influence of alcohol

Railways and Transport Safety Act 2003

This act applies to a professional master of a ship, a professional pilot of a ship, and a professional seaman in a ship while on duty.

General Statement

Sea Source aims as a contractor for Guard Vessels to act as a responsible body and to conduct its activities in a way which will achieve the highest possible standard of health and safety for its vessels and their crew. It states that an offence is committed if his ability to carry out his duties is impaired because of drink or drugs.

Aims

The Vessel Drugs and Alcohol Policy aims to contribute to a safe, healthy and productive work environment by:

- Preventing drugs and alcohol problems through awareness raising;

- Identifying problems at the earliest stage;
- Offering support to those who have a problem.

The vessel has the following objectives:

No Alcohol or drugs on the vessel

No drinking alcohol for a minimum of 24 hours prior to sailing;

No recreational drugs are ever to be taken;

Prescription medication carried aboard must be notified to the Skipper and Owner.

Drug and Alcohol Testing

The crew are aware that they may be asked to take part in Alcohol and Drugs tests at any time or location. Failure to co-operate in any testing may result in the termination of the work agreement/

Vessel Searches

The vessel will be made available at any time and co-operate in searches for Alcohol and Drugs at any time or location.

Policy Poster

Vessels must have on display the a Statement of the Drug and Alcohol Policy.

ALCOHOL & DRUGS POLICIES & PROCEDURES

We recognise that prohibited drugs and alcohol and other intoxicants can have a detrimental effect on the health and safety of individuals and co-workers. All persons must be in a fit condition at all times to deal with any emergency situation that might arise.

In the context of this policy, we define a drug as any hallucinogenic, narcotic, stimulant or other illegal substance likely to alter an individual's state of mind or physical condition. (Controlled drugs defined in the Home Office Misuse of Drugs Act 1971)

Self Employed Share Fishermen are expected to be in a suitable mental and physical condition at work in order to perform their duties in a satisfactory manner and behave appropriately.

Where these expectations are not met, we hold the right to refuse work on this or any vessel or to remove such personnel immediately without recourse.

Individuals reporting for work on whose behaviour reflects the consumption of alcoholic beverage and/or drugs shall not be permitted to conduct their normal duties until such time that their condition is deemed acceptable by the Skipper. In such cases individuals may be referred for medical evaluation by a designated physician to determine fitness for work, and/or removed from the vessel.

Any person found to be involved in the sale, purchase, transfer, use or possession of any amount of illegal drugs whilst working with this vessel will be stood down from operations and removed from the vessel at the first opportunity, and will be subject to disciplinary action up to and including dismissal. Appropriate local law enforcement agencies will also be notified when applicable.

All prescribed and over-the-counter medicines taken on to vessels must be declared to the Skipper and Owner by means of written notification.

We reserve the right to operate a random testing programme for drugs and alcohol.

If this right is invoked, the decision of Self Employed Share Fishermen to attend such medical evaluation is purely voluntary. They shall be advised that failure to attend may result in there being no future engagement on the vessel. Any Self Employed Share Fisherman yielding a positive test to drugs or alcohol shall require medical clearance prior to returning to work.

Whilst aboard, it is the responsibility of all personnel to report to their Skipper anyone demonstrating curious or unusual behaviour that may be associated with the consumption of drugs or alcohol. All information and suspicions must be held in absolute confidence by all those involved.

Individuals must feel free to approach the Skipper, Owner and/or Health and Safety representative at all times to discuss any drugs, alcohol or related issue in the full knowledge that such information will be treated in the utmost confidence.

Where appropriate, we will assist the crew in dealing with any such drugs and alcohol related issues.

Skipper

Signature

Date



Review Checklist

Managing the vessels crew is essential to whole crew safety, simple rules to set the expected behaviour of crew with regard to alcohol and drugs need to be enforced. It is not easy to evidence this policy but it should be printed and placed in a location where the crew can see it at any time.

- Produce the Policy Poster**
- Display poster**



Safe Manning

Contents

Definitions	29
Deck Officers	29
40 Metres and Over	29
Under 40 Metres	29
Limited Area	29
24 metres or more but under 30 metres	29
16.5 metres or more but under 24 metres	29
- 1 x Class 2 Deck Officer	29
Engineering Officers	29
Hours of Rest	30
Rest Plan	30

What is safe manning?

Safe manning is ensuring that you have sufficient crew to legally and safely operate the vessel for the intended trip.

Definitions

Deck Officers

Unlimited Area

- 2 x Class 1 Deck Officers
- 1 x Class 2 Deck Officers

40 Metres and Over

- 1 x Class 1 Deck Officer
- 1 x Class 2 Deck Officer

Under 40 Metres

30 Metres and over

- 1 x Class 1 Deck Officer
- 1 x Class 2 Deck Officer

Limited Area

24 metres or more but under 30 metres

- 1 x Class 2 Deck Officer
- 1 x Class 3 Deck Officer

16.5 metres or more but under 24 metres

- 1 x Class 2 Deck Officer

Engineering Officers

All UK fishing vessels with a propulsive power of 750 kilowatt or more are required to

carry at least two qualified engineer officers:

- a chief engineer holding a Class 1 (Fishing Vessel) Certificate, and
- a second engineer holding a Class 2 (Fishing Vessel) Certificate.

Hours of Rest

If the vessel is intending to sail for 3 or more days the skipper shall ensure that the minimum hours of rest are allowed for.

Minimum hours of rest shall not be less than:

1. ten hours in any 24-hour period; and
2. 77 hours in any seven-day period.

It remains the right of the skipper of a vessel to require the crew to perform any hours of work necessary for the immediate safety of the vessel, the persons on board or the catch, or for the purpose of giving assistance to other boats or ships or persons in distress at sea. Accordingly, the skipper may suspend the schedule of hours of rest and require the crew to perform any hours of work necessary until the normal situation has been restored. As soon as practicable after the normal situation has been restored, the skipper shall ensure that any crew who have performed work in a scheduled rest period are provided with an adequate period of rest.

Rest Plan

Attached to this document is an example for to show that their is sufficient crew for the intended trip including adequate rest periods for each crew. It is essential that there is always an officer available for bridge and engine room duties.

maximum work period 14 hours in 24 hour period - 72 hours in any 7-day period or;
 minimum hours of rest not less than 10 hours in any 24 hour period and 77 hours in any 7-day period

Please mark periods of rest as applicable with an X or continuous line or arrow.																								Hours of rest in 24-hour period	Comments			
Hours	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22			23		
Name / Position																												
Skipper																									6			
1st Mate																									6			
Engineer																									6			
Deck Hand 1																									6			
Deck Hand 2																									6			
Hours	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23				

maximum work period 14 hours in 24 hour period - 72 hours in any 7-day period or;
 minimum hours of rest not less than 10 hours in any 24 hour period and 77 hours in any 7-day period

Please mark periods of rest as applicable with an X or continuous line or arrow.

Please mark periods of rest as applicable with an X or continuous line or arrow.																									Not to be completed by the seafarer					
Hours	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Hours of rest in 24-hour period	Comments	Hours of rest as applicable in any 24 hour period	Hours of rest as applicable in any 7 day period		
Date																														
Hours	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23						



Review Checklist

Keep a record of the working hour schedule for the number of crew onboard.

- Keep a record of rest hours**
- Keep a rest plan**



Living Arrangements

Contents

Definitions	33
Serious failures of Vessel Safety	33
Needs improving immediately	33
Raising the Alarm	34
Means of Escape	34
Shore Power	34
Fire Precautions	34
Constructed space	35
Sleeping area	35
Messrooms	35

What are the living arrangements?

Accommodation on a fishing vessel should be up to a minimum standard, and the basics of fit for purpose, clean and safe are to be ensured for the vessel and inspection of the accommodation and provisions needs to be done on a routine basis to confirm they are suitable for life onboard.

Definitions

Serious failures of Vessel Safety

- Escape hatches are either locked or seized shut.
- Heaters are unsafe to use.
- Fire detection systems are either disabled or inoperative
- Fire dampers are seized
- There is not a safe means of escape to shore
- No alternative means of escape is available
- Fire doors do not close correctly
- Unapproved heaters or cookers are being used

Needs improving immediately

- Fire alarm cannot be heard in the sleeping cabin
- When LPG heaters are in use suitable carbon monoxide alarms have not been fitted
- Shore power is unreliable or of insufficient power
- Heaters require servicing
- LPG heaters have not been installed in accordance with MGN312
- Crew are not familiar with emergency procedures
- Fire extinguishers have not been serviced or are obstructed

Monthly Accommodation

Checks

Raising the Alarm

- Is the fire detection system working?
- Does it work when on shore power?
- Does the alarm sound in the accommodation and sleeping cabins? (supplement with smoke detectors if necessary).
- Are any other alarms such as, carbon dioxide, liquefied petroleum gas (LPG) and high level bilge fitted and operational?
- Can someone outside the vessel raise the alarm, if crew are sleeping below deck?
- Do the crew know how to call for outside help (e.g. dial 999 or contact the harbour master)? Is there a mobile phone in the cabin?

Means of Escape

- Are the escape routes clearly marked and well lit?
- Do all sleeping cabins have at least two separate means of escape to open deck?
- Is there a safe means of escape to shore?
- If a fire in one location could block the escape, is an alternative available?
- Are all doors and hatches in good working order and can be easily opened, at least from the inside?
- Are fire doors self-closing or kept closed (Note: unapproved holdbacks must be removed — only electromagnetic holdbacks linked to the fire detection system will be acceptable)?

Shore Power

- Is the vessel on shore power?
- Is it reliable?
- Is it safely installed with appropriate circuit breaker and sufficient for the necessary services (eg a fire pump) all working together, for safety as well as any additional loads for domestic services; such as heating, lighting and ventilation?
- If the shore power fails when the crew are asleep, will they know?
- Can the live aboard crew change over onto ship's power?
- If so, are any safety systems (e.g. fire/gas detection) not working?
- If the answer to 15 is no are there any alternatives?

Fire Precautions

- Are heaters safe to use?
- Where necessary is the installation in compliance with MGN 312 (storage of gas and mechanical ventilation)?
- Have heaters been regularly serviced?
- Are gas and carbon monoxide detectors provided?
- Are other heaters clearly away from combustible materials?
- Is the ventilation working? (check that the crew have not tried to block them up).
- Are fire dampers including external ventilation flaps in working order?
- Are unapproved cooking or heating appliances being used? (e.g. some crew have been found cooking with portable gas cookers in their cabins).
- Are all electric appliances safe, with

correct wiring, fuses (e.g. radios, TVs, toasters, kettles, phone chargers etc.)

- Have the crew been familiarised with these basic safety precautions, including their escape routes and safety systems?
- Have the crew been instructed in how to start a fire pump?
- Are fire extinguishers available, serviced and ready for immediate use?

Basic Standards of Construction

General living space

- Passage ways 700mm wide
- No conjoined air spaces with engine or fish rooms
- Exits clearly marked
- Accommodation space has permanent sign of capacity of space on entrance
- Crew accommodation can run on shore power or vessel power
- Adequate lighting in all crew spaces
- If there are not 2 alternate power sources for lighting emergency lights must be available
- Heating / cooling must be sufficient and safe
- Adequate ventilation

Sleeping area

- Headroom 2m
- floor area 0.75m per crew in space
- Berth size min 1.9m x 680 mm
- Lowest berth 300mm above floor.
- Bedding of suitable quality and in good condition
- Crew members have suitable and lockable storage facilities onboard.

Messrooms

- Mess room should be close to the galley
- Sufficient size for crew numbers
- Should have enough space for recreational activities



Review Checklist

Keeping the vessel clean and tidy helps to ensure a safe and healthy environment.

- Complete monthly checklist of accommodation**
- Ensure provisions are healthy and sufficient**



Responsible Fishing Compliance Support Guide