Recruitment of migrant fishers into the UK fishing sector

Mike Park
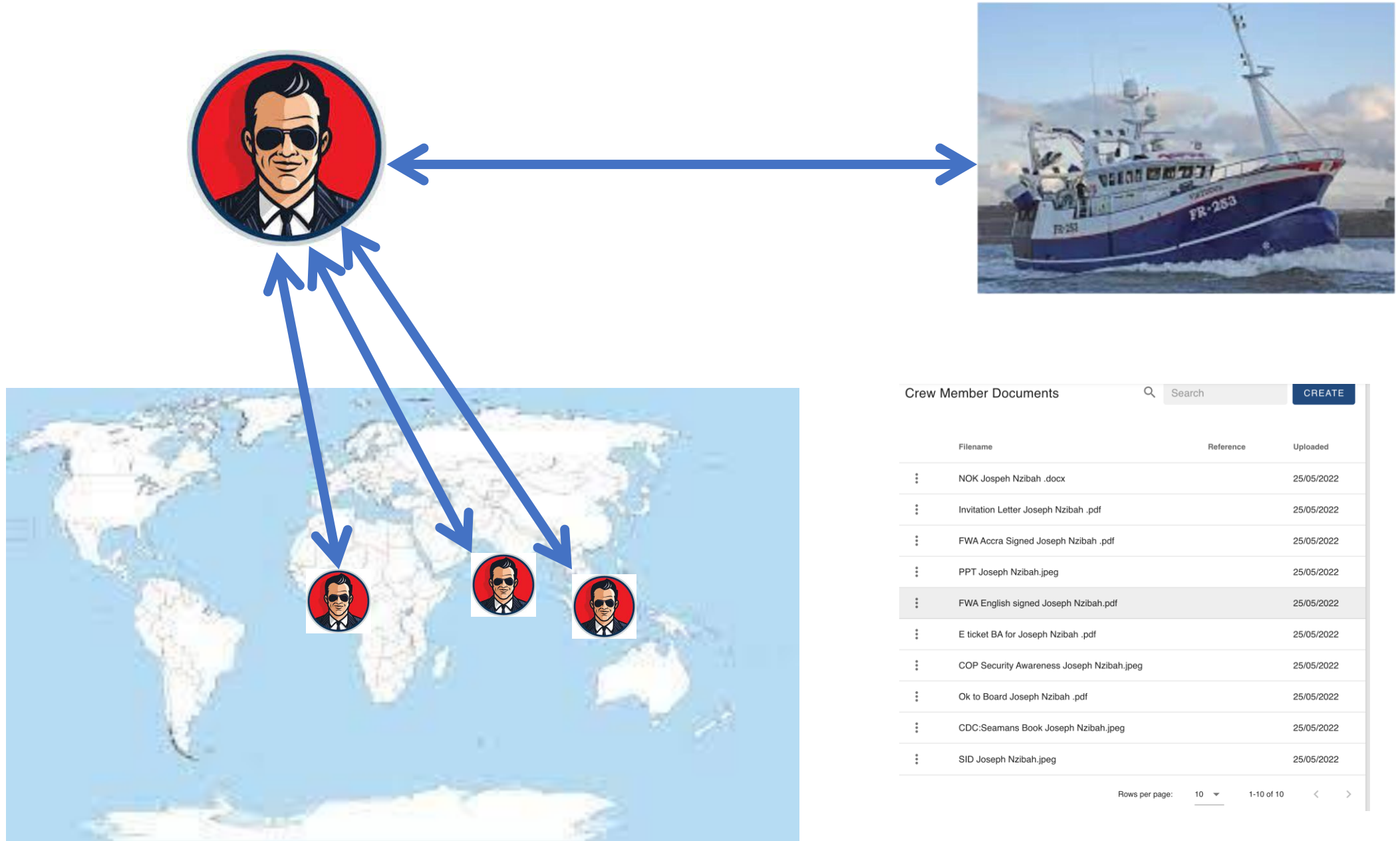
- 4500 full time fishers in Scotland

- Around one third of those from outside the UK

- First non-UK crew introduced in the late 90's

- First crew from Eastern Europe

- Developments saw those workers moving onshore to other types of work

- Developed further supply from mainly Philippines

- Move to sources from other countries, mainly Indonesia, Sr Lanka, India and Ghana

Recruitment Process

Crew Member Documents		
Filename	Reference	Uploaded
NOK Jospeh Nzibah .docx		25/05/2022
Invitation Letter Joseph Nzibah .pdf		25/05/2022
FWA Accra Signed Joseph Nzibah .pdf		25/05/2022
PPT Joseph Nzibah.jpeg		25/05/2022
FWA English signed Joseph Nzibah.pdf		25/05/2022
E ticket BA for Joseph Nzibah .pdf		25/05/2022
COP Security Awareness Joseph Nzibah.jpeg		25/05/2022
Ok to Board Joseph Nzibah .pdf		25/05/2022
CDC:Seamans Book Joseph Nzibah.jpeg		25/05/2022
SID Joseph Nzibah.jpeg		25/05/2022

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Financial Structure - Who pays what

- 'It all comes out of the cod end'

- The fishing business pays for everything

- Our fees,
    - arrangement fee – issuing of paperwork, etc.

    - Flights and other forms of transport, which we arrange and pay for

    - Monthly fee – from which we pay the overseas agent - per crewman per month in country
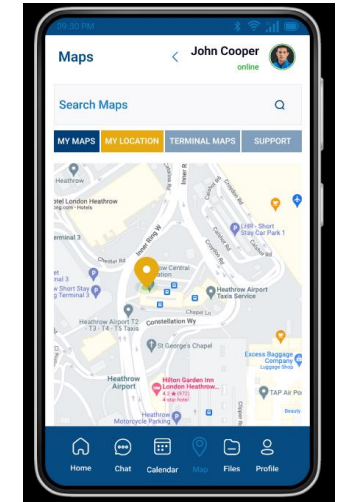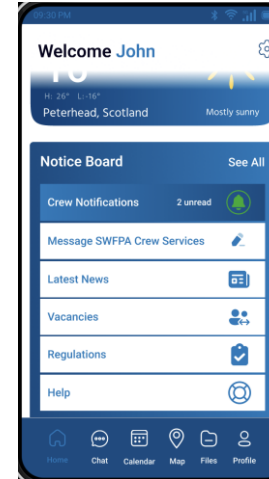
- Ensure overseas agent has a license to operate

- Determine that vessel operates outside 12 miles

- Confirm crew certificates and past work history are legitimate

- Provide all the necessary paperwork

- Create a safe pathway to the vessel, flight/taxi

- Crew visit office on arrival where possible. Welcome meeting, check on their journey, recruitment process,

- Contact thereafter within 30 days of arrival and thereafter every 60 days.

- Routine visit to ports by welfare officer

- Regular visits overseas to agents and the Embassies' or in-country agencies

- Intelligence of wrong-doing passed to the authorities

- Record of all discussions up loaded to the data base

SWFPA Crew Services

- Created a very significant data base through which our customers can access crew certificates and details (out-with personal reports)

- Easily auditable system

- Currently creating of an app

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