

Fisheries Observers key claims

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1. Coverage

All MPI fisheries observers who work both at sea or on shore are covered by this agreement.

2. Employment Status (“Contracts”)

All Observers would become permanent employees of MPI.

- There would be an annual process whereby each Observer would give an indication of the number of days likely to be worked in a year. Provided this is acceptable to MPI then:
 - The Observer will endeavour to work at least the number of days indicated
 - MPI will provide at least the agreed number of days
- The number of days may vary from Observer to Observer and would be based on what each one currently does on average.
- Once the hours have been agreed on each year they need to be confirmed in writing
- The days agreed may be changed by agreement between the Observer and MPI at any time.

3. Salary scale

	Current		Proposed
Step	Daily	Hourly (12)	Daily Rate
11	354.08	29.51	\$525.55
10	345.23	28.77	\$517.36
9	336.37	28.03	\$509.16
8	327.54	27.30	\$501.00
7	318.69	26.56	\$492.81
6	309.86	25.82	\$484.64
5	300.96	25.08	\$476.41
4	292.19	24.35	\$468.30
3	283.30	23.61	\$460.07
2	274.41	22.87	\$451.85
1	265.57	22.13	\$443.67

Progression – you move from one step to another after 120 days at sea

Shore Days \$229.89

Explanation – This is the current salary scale from July 2018 plus an additional \$198 (being 12 hours at the minimum wage) per day while at sea given the “constraints on the employee, the responsibilities while on call, and the benefit to the employer”. Also, reflects compensation for being “available” for work. So, at sea days are 12 hours work and 12 hours on call.

4. Expenses

All travel and accommodation getting Observers to and from home to work and back again whether that is at sea or onshore need to be paid and arranged by MPI.

All meal expenses to be paid when Observers are not fed on board a vessel. This is in addition to the allowance provided for supplies on board. All accommodation and meals paid for while working on in-shore trips.

For the avoidance of doubt this means -

1. Supplementary stores will continue to be allowed as per the current contract
We note the food allowance of \$10 per day has not changed for two or three decades
2. On inshore vessels MPI will provide a daily allowance to the vessel equivalent to half the value of the current MPI meal allowances.
3. Observers can claim the full amount of the current meal allowances for meals not provided by the vessel regardless of the time of boarding or departure.

5. Vessel Allowances

Rating #1 – no extra

Standard vessel (preferred/safe/comfortable vessels)

- Example: NZ factory trawlers.
- Other NZ Vessels 24 metres in length or greater

Rating #2 – Gross sea-day rate plus 4%

Vessels with moderately elevated risks or moderately reduced comfort/conditions.

- Example: Russian/Ukraine factory trawlers.
- Inshore boats 18 to 23 metres in length.

Rating #3 – Gross sea-day rate plus 8%

Vessels deemed higher risk or greatly reduced comfort and working conditions.

- Example: - Korean factory trawlers.
- Inshore boats less than 18 metres in length
- Boats carrying out bar crossings at a designated higher risk bar
- Boats fishing in Antarctic waters
- Vessels do not meet minimum standards including allocated standard bunk, hot fresh water shower and flush toilet (not bucket or deckhose flush)

Ratings should be based around any recent/previous observer assessments of 'conditions onboard' which is part of every trip report.

Each vessel conditions assessment should be finalised by the pre-departure checklist which currently requires observers to complete before each vessel sails.

6. Training Allowance

The training allowance has not changed for over a decade (\$25) and needs to increase to justify the effort and time spent. The new allowance should be at least \$100 and only Observers with at least 5 years' experience should be qualified to train.