

INDUSTRY FUNDED SCALLOP PROGRAM **NORTHEAST FISHERIES OBSERVER TRAINING STANDARDS**

Rev.06/11

Congratulations on being selected to attend the Northeast Fisheries Observer Certification (NEFOP) Program! During this period you will receive a wide variety of training that will prepare you in becoming a Fisheries Observer. Once successfully completing this training phase, a supervised at-sea training trip and independent training trips will follow before you are ultimately certified as a Fisheries Observer. Future refresher trainings and additional advanced training will be offered to you as you continue your career as a Fisheries Observer. You should find this training, and the ultimate position as a Fisheries Observer, quite unique and challenging. Welcome aboard!

This document outlines various physical and performance standards that all trainees and Fisheries Observers are expected to meet:

I Training Attendance and Conduct Standards

1. Attend all training classes and activities and be on time for all sessions, not missing any sessions without prior approval.
2. Participate in discussions and exercises and be alert during training sessions.
3. Complete homework and readings.
4. Communicate with trainers, staff and classmates in a professional manner.
5. Not take part in illegal activities. Not attend any training session under the influence of drugs or alcohol.
6. Follow all rules established by the training program.
7. Interact safely and professionally, especially during at-sea and safety training.
8. Any Observer, or Observer Trainee, involved in data falsification shall be removed from NEFOP. Falsification is defined as: *The act of deliberately or knowingly fabricating data collected during observed fishing trips, this includes intentional recording of inaccurate data, intentional omission or deletion of data, intentional plagiarism, or, in general, the selective alteration of data.*
9. Wear a seatbelt whenever a driver or passenger in a government or personal vehicle.
10. Submit a signed copy of these STANDARDS the first day of training.

Training Performance Standards

1. Pass with a score of at least 85%:
 - Incidental Take Exam,
 - Fish ID Closed Book Lab Practical
 - Fish ID Open Book Lab Practical
 - Safety Exam
2. Receive an overall grade of at least 85%:
 - Exam 1: 25%,
 - Safety Exam 10%,
 - Incidental Take Exam: 20%,
 - Fish ID Practical: 20%,
 - Fish ID Assessment 5%,
 - Homework/Quizzes/Training Trips: 15%,
 - Performance, attitude and participation: 5%.
3. Turn in all homework legible and **on time**
 - 50% is subtracted for late assignments
 - *NO* credit is given for assignments > 24 hrs. past due, but must be handed in.
4. Successfully complete all training trip, session, and workshop requirements.
5. Possess current Red Cross CPR and First Aid certification prior to observer training.
6. Pass Safety Practical

II Physical Standards and Acknowledgement of Risk

All NEFOP observer candidates must be certified by a physician to be physically fit to work as an at-sea observer on a domestic commercial fishing vessel. The physician must understand the job requirements and working conditions of a Fisheries Observer. Documentation must be provided to the program *prior* to the observer candidate's completion of training. Any physical condition that could limit a fisheries observer duties while at sea or ashore may be grounds for a failed medical certification.

Physical considerations include, but are not limited to:

1. Swim 100 meters (tested during safety training).
2. Ability to swim 25 meters in an immersion suit (tested during safety training).
3. Tread water for three (3) minutes (tested during safety training).
4. Don an immersion suit in 60 seconds or less (tested during safety training).
5. Perform various water survival skills (i.e., boarding life raft, cold water skills, etc., introduced and performed during safety training).
6. Able to climb a ladder.
7. Lift 50 pounds correctly, and drag up to 200 pounds.
8. Have minimal susceptibility to chronic motion sickness.
9. Ability to live in confined quarters.

Disclosure of Existing Medical Conditions and Emergency Contact Information

****Please** advise training staff at this point if there are *any* medical conditions staff should be aware of that may affect your training or future performance as a Fisheries Observer. Though not limited to, some examples are: asthma, any other respiratory ailments, heart conditions, current pregnancy, diabetes, joint conditions, previous injuries or fractures that may affect performance, inner ear problems, head injuries, etc... Temporary medical conditions should also be identified such as: ear infections, recent injuries, etc.**

List any medical conditions here OR write in 'NONE'.

Emergency Contact Information:

Primary Contact: (Full Name) _____
Relationship (parent, spouse, etc.): _____
Contact Telephone Number: _____

Secondary Contact: (Full Name) _____
Relationship (parent, spouse, etc.): _____
Contact Telephone Number: _____

Fisheries Observer Training Acknowledgement of Risk

I, _____ (Print Name) recognize the activity in which I desire to participate involves risk of injury, which may include but are not limited to: striking objects when entering the water, cardiac arrest, ventricular fibrillation, inadvertent gasping and inhalation of water, sudden drowning syndrome or drowning from other causes, hypothermia, falls from walking on slippery surfaces, and other injuries which may occur due to the use of safety and survival equipment such as distress flares, liferafts, personal floatation devices, dewatering pumps, fire extinguishers, etc.

Signature

Date

III Statement of Non-Conflict of Interest

1. May not have a direct financial interest, other than the provision of observer services, in the fishery, including, but not limited to:

- Any ownership, mortgage holder, or other secured interest in a vessel or processor involved in the catching, taking, harvesting or processing of fish.
- Any business selling supplies or services to any vessel or processor in the fishery.
- Any business purchasing raw or processed products from any vessel or processor in the fishery.

2. Demonstrate respect and the ability to follow confidentiality policies.

3. Must not solicit or accept, directly or indirectly, any gratuity, gift, favor, entertainment, loan, or anything of monetary value from anyone who conducts fishing or fishing related activities that are regulated by NMFS, or who has interests that may be substantially affected by the performance or nonperformance of the official duties of a Fisheries Observer.

I _____ (Print Full Name), hereby claim, to the best of my knowledge, to be free from any conflict of interest, with regards to becoming a NMFS Fisheries Observer.

Signature

Date

IV General Standards of Conduct

Fisheries Observers work in a self-supervised capacity and must maintain high standards of conduct and are required to adhere to the following standards of conduct at all times:

1. Maintain a professional and objective demeanor at all times.
2. Be able to work independently, while following technical instructions.
3. Be able to collect and record data in an unbiased manner.
4. Have never been decertified as an at-sea monitor, or an observer due to problems with data quality or standards of conduct, in any NMFS observer program. References of previous employment as NMFS at-sea monitors or observers shall be verified by the contractor as qualifying for this requirement.
5. As stated previously, a Fisheries Observer or trainee involved in falsification of data shall be removed from the NEFOP Observer Program.

Falsification of Data is defined as: *The act of deliberate or knowing fabrication data collected during observed fishing trips, this includes intentional recording of inaccurate data, intentional omission or deletion of data, intentional plagiarism, or, in general, the selective alteration of data.*

6. Understand and sign the NEFOP Training Standards.
7. Understand and sign the Acknowledgement of Risk.
8. Understand and sign the General Standards of Conduct.
9. Understand and sign the Statement of Non- Conflict of Interest.

I, _____ (Full Name), have fully read and understand the Standards of Conduct for a Fisheries Observer.

Signature

Date