

Meeting of Steering Group March 5/6th 2008-03-05

Meeting began by explaining who was in attendance at Edinburgh meeting and what was discussed. He stated that it was not said that output funding would be stopped but that ITSG money would replace output funding. It was said that it would be per head not per course

It was felt that as e mail from Simon was new re 60/40 split on money available when he arrived it should be suggested that as nothing could be organised for April start Output funding should remain in place for a further 6 months with figures placed side by side to see if this works.

Everyone explained in pounds & Pence what output funding actually meant to them and as the figures available from Seafish were all that would be available it was important not to underestimate amounts. It was important to work out how many recipients or regions would need to benefit from the money.

Seafish stated that they will find £144,000 to manage the new system of training by 2 years time-why can they not use the account managers they have and use the money to fund the GTAs. The new people brought in to manage the new training system are just going to be there to OK any training GTAs will have, everyone agreed this was a really bad idea slowing down the process of training already working and in place and simply complicating the Process.

It was also pointed out that there was some concern regarding the statement concerning the output funding and the 2 new Seafish people. People are concerned that if the money for them was coming out of 525k budget there would be no money left for ITSGs.

Improve was mentioned and as funding is being withdrawn by Seafish everyone felt that that was one example of a waste of money.

Another question which it was felt needed to be answered was that since 2001 Seafish has withheld £15 per trainee day for admin. Where is this money is now and where is that being spent?

The meeting split into 2 groups Mike Pili and Adam Whittle to deal with onshore and remaining delegates i.e. Dennis Osborne Jim Williamson Maritta McLornan & Alan Sandham with Offshore. It should be noted that the MCA will also have a view on who does the training Offshore.

The 2 groups decided to split the GTAs into 6 regions: Ireland, Mainland Scotland Wales Highlands & Islands England North and England South.

ITSG accounts are considered not necessary. Application forms to be submitted in advance therefore separate bank accounts are not necessary. Sub accounting by individual training providers should give sufficient transparency as with FIFG.

The group discussed gaps in national coverage for seagoing sector safety training. The current GTA Network is capable of covering demand throughout the UK. Any gaps should be filled via collaboration within the network and in negotiation with Seafish.

Questions awaiting decisions from Seafish

How do Seafish intend to pay for open learning that won't be completed by March 31st.

How do Seafish intend to pay for people taking a refresher level 2 in food hygiene?

Also do Seafish intend to sell direct to the industry/public?

Seagoing - the 6 region split of funding

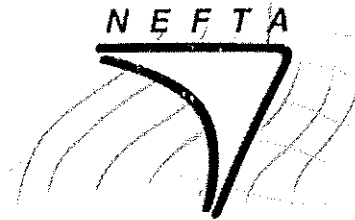
Initially to be split equally by region then to be used for new entrant and refreshers safety training.

After 9 months any unused funding could be re-allocated to enhanced safety training or transferred to other regions where demand is higher with Seafish approval

For onshore - Seafish to allocate to those providers requesting it on demand.

Suggest Food safety level 1 scrapped or downgraded.

Course	Duration	Current cost per person	True cost	ITSG
Food Safety Level 2 (OL)	1 day	50.00	75.00	30.00
Health & Safety (OL)	1 day	50.00	75.00	30.00
Intro to HACCP (taught)	1 day	50.00	75.00	30.00
Intro to Fishmongering	1 day	100.00	190.00	100.00
Knife skills	1 day	190.00	190.00	100.00
Fish frying skills	1 day	125.00	125.00	100.00
Customer service skills	1 day	125.00	125.00	100.00
Combined FFS & CSS	1 day	125.00	175.00	100.00
Quality Assessment fish/shellfish	1 day	95.00	100.00	50.00



NORTH EAST FISHERMEN'S TRAINING ASSOCIATION LIMITED

Mr Simon Potten
Training and Accreditation Manager
Sea Fish Industry Authority
18 Logie Mill
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29 February 2008

Dear Simon

Seafish future funding of fisheries training

I refer to your letter of 12 November 2007 outlining the decision made by the Seafish board on the future funding of fishermen's training, to the subsequent visit of yourself and John Whitehead to our board meeting on 13 December 2007 and to the question and answer sheet issued by Paul Williams on 19 December 2007.

I am sure you do not need to be reminded that NEFTA has one of the highest concentrations of fishermen of any GTA in its traditional geographical area which includes some of the UK's premier fishing ports. NEFTA also has Banff and Buchan College on its doorstep, with the College delivering many of the training courses arranged by NEFTA. The strong NEFTA/College relationship creates a synergy that benefits the fishermen of North east Scotland. NEFTA depends on the expertise of the College to deliver flexible, high quality training while the College needs NEFTA to generate sufficient numbers of trainees to make courses viable and allow continued provision of multi-disciplinary courses.

The board of NEFTA feels badly let down by Seafish. NEFTA is a forward looking training organisation. It has restructured extensively in recent years, was in the advanced stages of merger talks with its sister organisation SSTA, has co-ordinated a huge number of training days for fishermen (more than 1,000 on one-day safety courses alone in 2007) and through its partnership with the College is developing new courses such as net mending and radio refresher in consultation with industry.



INVESTOR IN PEOPLE

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I cannot speak for any other GTA; however NEFTA has been working hard to provide a service to the fishing industry and the decision by Seafish to remove the core funding which underpins its activities without offering a real alternative is of serious concern to the board of directors. The NEFTA board believes that it is one of the babies that have been thrown out with the bath water in the apparent attempt by Seafish to deal with certain underperforming GTA's. If this is the case, then it is a thoroughly unprofessional way to go about dealing with the problem.

John Whitehead brought our attention to the fact that Seafish will no longer have a role to play in the promotion of careers in the fishing industry and this is reiterated at question 14 of the question and answer list. This is extremely disappointing as NEFTA has used Seafish promotional materials in its programme of school visits in the past and as there is no sign of the high level of dependency on migrant workers reducing in the short term it is recognised that crewing of fishing vessels in NE Scotland is going to be one of the biggest challenges facing us in the next few years. The decision to retreat from career promotion at such a critical stage does not reflect well on Seafish.

I am pleased to note in question 8 of the correspondence dated 19 December that GTA's will be able to claim the grant funding for the individual fishermen directly from Seafish in a similar way to the existing FIG funding for safety courses. This will help GTA's generate some income, however I am not convinced that there will be enough revenue available from this to make up for what GTA's will lose on core funding. There are also real concerns that the Seafish decision will result in competitors entering the market and 'cherry picking' the profitable fishermen's training courses while leaving NEFTA with the likes of our Skillseekers course for new entrants, which although of critical importance to the future wellbeing of the industry does not make money.

The uncertainty caused by the Seafish review of funding undoubtedly contributed to the loss of both NEFTA members of staff in the last quarter of 2007. The past few months have been difficult for NEFTA, however in recognising the need for NEFTA to continue the board has taken steps to recruit new staff and is determined not to let the changes in future funding destroy the GTA and the good work it undertakes.

I hope that the Seafish board will, in light of the considerable industry reaction, reconsider its actions with regard to the future funding of fishermen's training and provide realistic opportunities from within the Seafish training budget to allow those GTA's which are performing satisfactorily to survive. NEFTA certainly does not support the Seafish decision as it presently stands.

Yours sincerely


Derek Duthie
Chairman



SCOTTISH FISHERMEN'S FEDERATION

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29 February 2008

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- 3 MAR 2008

Dear John

The Scottish Fishermen's Federation's Executive Committee has considered the decision taken by Seafish to change the way funding is provided for fishermen's training in future. I must advise you that the Federation cannot support this decision.

Federation members unanimously agree that, despite Seafish claims to the contrary, there was little or no discussion with those most involved in training north of the border before the decision was steered through. The small committee appointed by Seafish to make the proposal did not consult the industry in any meaningful way. The apparently closed nature of the discussions and finality of the decision seems to present a poor example of corporate governance. Seafish must not ignore the views of industry representatives with years of grass roots experience in fishermen's training if the objective is to form a sound strategy for the future funding of the process.

The Federation believes that removal of core funding from the Group Training Association (GTA) network (which presently facilitates nearly all fishermen's training) and the creation of a system of paying fishermen directly for training arranged via a helpline will actually reduce the amount and quality of fishermen's training in future. It is quite frankly shocking that the Seafish Board is willing to jeopardise years of development and progress in training, a consequence of which may be to put the lives of fishermen in danger. Scottish fishermen need the established GTA network to organise their training; in turn, training deliverers need the GTAs to gather sufficient numbers of fishermen together to make courses viable. A centralised system is especially unsuitable for widely-dispersed Scottish communities. It is worthy of note that in the start-up process of Sector Skills Councils, the GTA network model was regarded as exemplary practice.

The Federation Executive was also stunned to learn recently that Seafish no longer has responsibility for assisting in the recruitment of personnel to the fishing industry. The challenges of crewing our fishing fleet have never been greater as recruiting success in our competitor industries moves us more and more towards dependence on migrant workers. It is therefore disappointing that Seafish no longer sees itself as having a role to play in this area, a move which seems at odds with the declared intention of the Scottish Government to raise the status of fisheries-dependent communities.

V.A.T Reg. No. 605 096 748

Members: Anglo Scottish Fishermen's Association · Clyde Fishermen's Association · Fishsalesmen's Association (Scotland) Limited · Mallaig & North-West Fishermen's Association · Orkney Fisheries Association · Scottish Pelagic Fishermen's Association Limited · The Scottish White Fish Producers Association Limited · Shetland Fishermen's Association

Given our opposition in principle to the changes being made and the lack of proper consultation with the industry before the decision was made and publicised, we are not in a position to contribute to the formulation of the Seafish proposals. If Seafish really wishes to engage with the industry in this matter then we would urge a rethink of the present approach.

An argument for change that has been deployed is that the existing system of funding breaches European state aid rules. This causes concern over both the potential for retrospective action and implications for the future. We request sight of the legal opinion leading to the conclusion that the rules have been breached.

The SFF will consult with their members and others involved in the provision of fishermen's training in Scotland. From these consultations, we hope to come forward with a balanced programme for the future recruitment and training of fishermen in Scotland.

Yours sincerely



Bertie Armstrong
Chief Executive
Scottish Fishermen's Federation



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28 February 2008

Mr Simon Potten
Training and Accreditation Manager
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Dear Mr Potten

GROUP TRAINING ASSOCIATIONS

At yesterday's meeting of the Aberdeenshire Council Fisheries Working Group, there was discussion about the Seafish decision to withdraw funding from the Group Training Associations (GTA), and as Chair, I was asked to write to you to highlight our concerns about this move.

For many fishermen, training was the most obvious display of support to the industry from Seafish and indeed, in comparison with the system in other countries, the GTA network was seen as the "jewel in the crown" of Seafish. It is also disappointing to learn that Seafish have withdrawn from aiding GTA's with recruitment of new entrants to the industry as we see this as one of the big challenges in the coming years.

There seems to us to be a serious problem with the concept of centralising the administration of the training schemes. The GTA's were at the coalface encouraging recruitment and participation in local training, a focus that will be lost with a centralised voucher scheme. Indeed, we understand that particularly on the catching side there was a great synergy between the GTA and Banff and Buchan College at Fraserburgh.

Aberdeenshire Council contributed to the package, which maintained the fishermen's training at Banff & Buchan College, while the course was being revamped and brought in line with Merchant Navy Training. The reason for support being our awareness of how dependent our area is on fishing. Training is vital if we are to maintain a highly trained, motivated and safe workforce within our fishing sector.

I am concerned that the loss of locally focused training will have a detrimental effect on recruitment. As fishing is one of the most dangerous professions, we would like to underline our concerns about the necessity of ensuring the availability of good safety training.

I understand that the Chairs of local GTA's have real concerns, both for the future of their organisations, and for all training in the North East. Therefore we would seek to convince Seafish that they must look again at their decision and find some way of supporting local training in the North East to maintain the high standard of education and training that has been delivered by the GTA system here in the North-east.

Yours faithfully,



Councillor Peter Argyle
Chair, Aberdeenshire Council Fisheries Working Group

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28th February 2008

Dear Simon,

Funding for Training

Further various letters from Seafish personnel on future funding for training.

We feel further work and in particular direct contact with the GTA's was needed in order that a lot of the queries (and worries) would have been avoided before asking for comments on an industry wide basis. It is difficult to give comment when a lot of the basics still need to be worked out for example the voucher system has already be dropped and no one is sure how much is going to be paid to a trainee to do a particular course. Which has lead to Seafish staff attending meetings with the GTA's to answer question and explain the proposals.

Our main points on the proposals are as follows:-

- It is distancing Seafish from the GTA's, but the GTA's are the only viable option to deliver training throughout the UK. With the removal of their core funding it is inevitable that some will have to close removing the local input into training which can only be bad for fishermen.
- With each trainee having to be registered & be approved by Seafish to receive funding before starting training the administrative burden of this is going to be heavy which will lead to the funding actually being available to fishermen decreasing as Seafish administrative costs will be greatly increased.
- It is stated that there will be no dual funding, surely this cannot be. Seafish will not be covering the total costs of the courses so surely if a local GTA (or the trainee) can secure additional funding to further reduce the cost of the course this must be encouraged rather than being told it will be taken be at the cost of the Seafish allowance.

I am sure a lot of these concerns have been raised by others.

Yours sincerely,

Ian Kelly
Ian Kelly

Cc. Maritta Culley – SFITA(NI) Ltd

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28 February 2008

Mr Simon Potten
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Dear Simon

Seafish future funding of fisheries training

I refer to your letter of 12 November 2007 outlining the decision made by the Seafish board on the future funding of fishermen's training and to the subsequent question and answer sheet issued by Paul Williams on 19 December 2007.

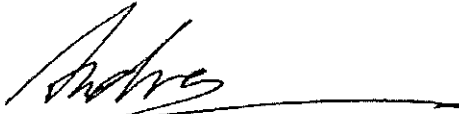
The Scottish Pelagic Fishermen's Association represents 23 member vessels based in Fraserburgh, Peterhead and Shetland. The Association discussed the Seafish decision at its last board meeting. The board recognises that the work on fishermen's training is one of a limited number of areas where the pelagic catching sector benefits from the existence of Seafish. Skippers see a clear link between Seafish and the industry through the support that Seafish has provided to Group Training Association's in terms of core funding and the development of courses and standards. The co-operation between industry and Seafish in this area has resulted in crews being better equipped for work in a dangerous environment and the crews of vessels in membership of this Association have signed up in large numbers to new and refresher safety training co-ordinated by the local GTA's.

It is extremely disappointing therefore that Seafish, without adequate industry consultation, has made a decision to cease direct funding to the GTA network which has proved to be a successful formula in the past. Although we have not seen the relevant legal opinion, we are not at all convinced by the arguments that core funding of GTA's runs against state aid rules. We are sure that if there was an issue with state aid a solution could have been found if the will was there to do it. We are also surprised that Seafish continues to trot out the 'red herring' of 'FIG was coming to an end so things had to change', because we are confident that fishermen's training will not be ignored in the operational plan for EFF.

The concept of fishermen contacting a Seafish helpline to arrange training and then claiming back course costs from Seafish is not sensible and runs contrary to the way most fishermen go about their business. We can see no outcome from these changes other than fewer fishermen signing up to training and, as a consequence, lives being put in danger. It is understood that Seafish may now be willing to rethink their approach and allow funding to be paid to GTA's where the GTA undertakes the crucial service of gathering sufficient trainees together to make a course viable. In the geographical areas where this Association's membership is concentrated the close working relationships between the GTA's, who co-ordinate the training, and Colleges, that deliver the training, are essential and the option of paying the GTA's direct for arranging courses for fishermen must continue to be made available.

It seems very much like that in trying to address certain issues Seafish has threatened to wreck a GTA network which was overall doing a good job for the fishing industry. This is a mistake and the Seafish board should realise that and take corrective action before it completely alienates itself from industry on this subject. The decision made by Seafish to radically overhaul the future funding of fishermen's training in the ways explained in your aforementioned letters is flawed and, as such, cannot be supported by this Association.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Andrew Tait', with a long horizontal line extending to the right from the end of the signature.

Andrew Tait
Chairman

Mr Simon Potten
Training & Accreditation Manager
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18th February 2008

Dear Simon

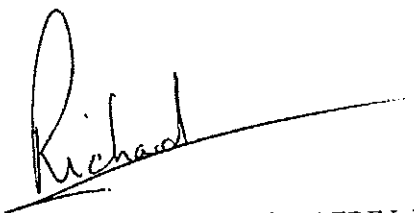
Changes in Funding Delivery for Sea Fish Training

It was good to see you again last week. Thank you for making time to visit and discuss your proposals.

Attached, please find some thoughts on the future of training, and your funding objectives.

I hope these are helpful. I would be pleased to discuss matters further at a time and venue convenient to yourself.

Yours Sincerely



Captain Richard Phillips AFRIN, MNI
Managing Director / Principal
Maritime Training (Plymouth) & (Antigua)

Encl: Future funding doc.

Changes in Funding Delivery for Sea Fish Training

1 Current situation

In the South West, there have been a number of training initiatives over the last twenty years. Throughout that period, Western Training Association has been the lead co-ordinator and provider of Basic Safety Training and a few other short courses.

Until the mid-nineties, Falmouth Marine School also offered training ranging from short courses to Skipper's CoC. Since they ceased to deliver these programmes, Maritime Training (Plymouth) has developed and offered a full prospectus of NVQ programmes, Ancillary Courses, and short courses in safety, navigation, stability, law etc.

A steady flow of students have attended MT(P), sufficient to make the programmes viable. However, many more fishermen would, I believe, have accessed training had the co-ordination processes been simpler.

One of the main problems has been that a number of different organisations have tried to act as a 'hub' for fishermen to get information, access funding, and set up courses in different locations. This fragmentation has resulted in small groups of prospective trainees working with WTA, SWFPO, CFPO, Newlyn Fishery Resources Centre etc. We have even had Job Centres issuing incorrect information to students!

Each organisation has applied for different grants to assist fishermen, but equally to support the organisation activities, salaries and overheads. The obvious danger is double funding of organisations and training. From a training provider / outsider's stance the overall impression is one of groups trying to establish themselves, build an identity, and represent fishermen, but with differing viewpoints and objectives, dependant on locality.

Despite many meetings, interviews with fishermen and planned training programmes, few candidates have been enrolled, compared to the number inquiring to MT(P). The main reason has been that promises of funding support have never properly materialised. The other concern has been that information on training programmes, passed on by these groups, is not always accurate. The result is confusion and frustration amongst fishermen.

2 Issues currently affecting fishermen

Talking with potential trainees in various South West ports, a number of issues seem to be raised:

- a) **Current legislation.** Fishermen understand the requirements for certification, safety courses etc. They are confused when it comes to future legislation, i.e. STCW (Fishing), Inshore craft, changes to vessel size within laws, etc. Despite our advice that by following current legislation they will be working towards future changes, as well as enhancing skills / qualifications, there is a reluctance to embark on training in case everything changes.
- b) **Funding.** All candidates seem to have the idea that if they have to gain certification, somebody else should pay for it. They also complain that they cannot take long periods of time out to attend training if it means loss of income. (To minimise this, MT(P) have made the programmes modular and flexible). As a result, candidates are seeking financial assistance from the various bodies mentioned earlier, but the system is not delivering, and thus training is delayed. One group of 12 prospective Class 1 & 2 candidates have been discussing funding sources for over a year, to the point where available grants will no longer be available.
- c) **Future training programmes.** There is considerable concern over the future routes to certification, if NVQ is dropped. At present MT(P) cannot give advice on what alternatives will be put in place. Many candidates are able to achieve NVQ, without prior academic ability. The focus of NVQ is practical competence, which all seafarers should be able to demonstrate. Theory and written examinations in college do not necessarily make for good seagoing officers / skippers. The IMO, through STCW, require assessment of competence on the job at sea. Thus, if NVQs' cease, it is suggested that the alternative should be accessible to all, and be competence based.

3 Suggestions for future funding and coordination of training

- a) I believe the most simple, and transparent means to provide funding support for fishermen would be to have a direct application process to Seafish.

The Marine Society operate a scheme, the Slater Fund, for individuals in the Merchant Navy looking to gain higher qualifications and advance their careers. Substantial sums are available towards officer certification. Many students receive 100% funding, plus additional sums towards travel, accommodation etc. Others only get a proportion of training costs, expenses.

Application for a grant is straightforward, with the individual sourcing the required training, the provider completing a section of the application form detailing the training programme, and a decision made in Marine Society office.

If successful, the applicant can either pay for their training and recover grants by forwarding college invoices, or the training provider invoices the Marine Society direct, confirming the applicants attendance.

This system is open to inspection / audit, and proved very successful for many students over the years.

I would suggest that Seafish could bring together all the available sources of funding and grants, and administer a similar scheme for fishermen. This may appear simplistic, and I do not have in-depth knowledge of all the funding available, but the idea has a number of advantages:

- a) one scheme for everyone.
- b) funding levels are not reduced to cover costs of administration, staff, offices etc. in a number of regional / port schemes, meaning training receives the full amount.
- c) whole process is subject to quality control in that grant funded students would only access training providers approved by Seafish.

b) The related concern to funding, is that fishermen need to be able to access the correct information on legislation, training and certification.

MT(P) invests considerable time in visiting ports, talking with fishermen and offering flexible programmes to suit their needs. More and more, we are finding that small organisations are springing up (as mentioned earlier) to act for fishermen, but the result is a divided industry, with 'cliques' forming here and there. These groups lack the depth of knowledge of training programmes, legislation etc. and are very parochial in their services. A lot of talking is done, but no action towards attendance in training results.

The GTAs' traditionally acted as the central point of contact, and administration, as well as providing some training. I believe it is right for Seafish to scale down their GTA funding involvement, particularly in light of reduced numbers of prospective trainees. GTAs' could continue as training providers, competing commercially with others. With a decreasing market, there is a danger that no training provider would be viable if that market was divided too much. It would make sense therefore to coordinate training in a way that all programmes are covered, with providers concentrating on different aspects.

This currently works well in the South West, with the GTA running regular short courses, while MT(P) deliver the NVQ programmes.

However, there still remains a need for a system to provide fishermen with information. This could be achieved through a number of means:

- a) Seafish website.
 - b) Producers Organisations
 - c) Training providers
-

Each of the above should be up to date, and able to offer what is required in terms of advice, legislation, training programmes, and applications for grants. To take matters a step further, a network of POs' and training providers could be better organised, and available to all.

I believe it is time that fishermen were given a clearer understanding of issues of funding, legislation and training requirements. There is too much confusion and 'middle men' in the system at present.

4 Conclusion

I believe the Seafish initiative will prove beneficial to many more fishermen seeking training.

My comments above are brief, but I would welcome any opportunity to discuss and develop ideas. MT(P) remains committed to fishermen's training.

Thank you for your consideration.

Yours Sincerely

A handwritten signature in cursive script that reads "Richard A Phillips". The signature is written in black ink and is positioned above a horizontal line that extends to the right.

Captain Richard Phillips AFRIN, MNI
Managing Director / Principal
Maritime Training (Plymouth)

14 FEB 2008



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AAC/BCR

13 February 2008

Mr C Howeson
Chairman
Sea Fish Industry Authority
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Dear Sir,

In my capacity as Chair of the Orkney Fisheries Training Association, I have already given my initial opinion on the proposed changes to the GTA funding to John Rutherford your Chief Executive. His reply was to the effect that our organisation might change its mind on receipt and consideration of further information on your proposal. In addition he referred to the further meeting with GTA's in February which was so hastily and surreptitiously arranged I was unable to attend despite the fact that I am the North of Scotland representative.

However to return to your proposals, these show a complete lack of understanding of the needs of fishermen in the training sphere and the difficulties in organising and arranging training to meet their schedules. It also shows a deal of disrespect for the GTA's and particularly their coordinators who go to a lot of trouble both to deliver training to this requirement and also market many of the other Seafish tools at no cost to your organisation – examples are Responsible Fishing, Care of the Catch etc. This will not be easily replaced or replicated and undoubtedly will be at a greater cost than at present.

Timetabled fishermen's training with central coordination is a pipedream and will only lead to less training. This coupled with your funding arrangements can only have been dreamed up by some administrator with no practical knowledge of the industry and its components. There area no other organisations out there willing to arrange training "as and when" nor do so at weekends and evenings by request. To my knowledge no fishermen's organisation has welcomed the proposals and in fact there is almost total opposition from the main bodies.

With regard to the lack of transparency, our Association used to be regularly visited by Seafish staff and our accounts and records are audited by an independent accountant. On the other hand the means used by Seafish to reach these decisions have been clandestine, secretive and based on lack of knowledge and half-truths. Binding members of the Board to secrecy hardly bodes well for future relationships. Up to that point we had an open negotiation and those of us appointed to represent the GTA's were awaiting a Seafish response to our

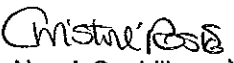
most recent discussions and proposals. We assumed we were making progress but it seems others were not content to allow an effective and well-organised group to continue.

In the outer areas like Orkney, fishermen's training at local level is essential and the flexibility to adapt to circumstances vital. It is difficult enough to get fishermen's compliance on some courses in the present system and the proposals will be a major step back. The local college plays an essential role in training and with small numbers we are able to combine our courses with other marine agencies to everyone's benefit. No central agency will replicate that to the disadvantage of all – GTA, College, Community and most of all fishermen who may well be forced to travel to undertake courses under your proposals thus reducing uptake.

A red herring was round over State Aids and the fact that this system may contradict it. This is open to opinion as is the Seafish use of FIGG for a number of purposes but if there had been a problem it would have been stopped at source. The GTA structure was set up by Seafish as almost an internal structure thus being devolved of the many accusations now being thrown in that direction.

It would appear that there is a desire from within Seafish to dismantle the GTA system because a very small minority of the groups are under fire. A hard look needs to be taken at the successful operation of the vast majority at comparatively little cost to Seafish by comparison with the extra expenditure to be undertaken to put the new provision in place. The GTA's had agreed some change and modernisation was required – through their representative's work with Seafish staff it was thought we were on the verge of achieving this aim. For some reason that has been torn up without consultation and a badly constructed alternative offered in its place. Most GTA's cannot accept it and the losers will be fishermen's training and ultimately Seafish. Your credibility with the catching sector has suffered greatly as a result of this exercise and I would therefore urge you to review the situation.

Yours faithfully


A.P. Alan A Coghill
Secretary
Orkney Fisheries Training Association

Fish Industry Training Association (Highlands and Islands) Limited

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Dr Paul Williams
Research Director
Seafish Industry Authority
Seafish House,
St Andrews Dock
Hull HU3 4QE

7 February 2008

Dear Paul

Delivery of training

I refer to your letter of 19 December and Simon's letter of 12 November. These have been considered by the Board of FITA which has also had the opportunity to discuss the issues contained therein with both Simon and your Vice Chairman John Whitehead at our recent Board meeting on 18 January.

I will not reiterate the objections to the new scheme nor the manner in which the decision was reached as these have been adequately aired. Instead I will provide you with the Board's views as communicated to John and Simon and then give additional comments as a result of further consideration of the documents accompanying both letters and my attendance at the GTA Steering group meeting on 4 February.

Board's views

1. The trainee payment (no longer via a training voucher but called Individual Training Support Grant-ITSG) should be a variable rate. In other words there has to be a

Directors: Peter Hamling Chairman, John Hermse, Vice Chairman,
Peter Davidson, Robyn Dutton, Robert Gillies, John MacAlister, Ian MacKinnon, Alexander Patience

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differential recognising not only the additional cost of courses run in remote areas but also for different types of courses. Currently we have not put any figures to this but will do so if the principle is accepted.

2. We also suggest that the new system be piloted and FITA is prepared to undertake that for an agreed fee. I would welcome your thoughts on this.
3. Approval of Training providers. What objective criteria will be used and who will assess the applications to be authorised and approved providers. Should there not be appropriately qualified and independent industry personnel supplementing the internal Seafish group that undertakes that exercise.

If Seafish move towards a system of approved training providers with no industry competence, inevitably the fish-industry expertise will be diluted and lost.

This is an important point as food industry issues are not common throughout the sectors. More and more, food issues are sector specific. Fish companies are more dynamic and benefit from the specific skills, knowledge, understanding and flexibility that we can offer to the fish-based sector.

General

Seafish and their staff would benefit by consulting with GTA staff more personally, about their proposals in many areas of work. Seafish consults regularly with a small number of large companies, but lose so much information from the large number of smaller businesses. We interact every week with the industry, on the "factory floor". Seafish staff can lose the contact with the dynamics of the industry, and they need the close contact with GTA staff, to stay in touch with the industry at all levels all over the UK.

FITA aims to support the fishery industry in the most peripheral, rural and remote corners of the UK (and in EU!) so we need this to be recognised as valuable industry support. These businesses already have the most difficult constraints, and deserve a little extra support (for e.g. modest T&S for visits, courses).

We believe that with our experience and knowledge of the industry both at sea and on land we could help Seafish make many improvements in delivery of training in the next couple of years. We would wish to engage with you in this respect.

Additional comments

A. Simon's letter of 12 November and document outlining changes

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Page 1. Support for onshore sector training

- First bullet point: "must be applied for and approved in advance of the training"... This would have to be quick and efficient. We respond quickly to training needs and we would not want the additional requirements to delay training courses.

- Table "level of training and Refund"

This does need some further discussion. It might be argued that this is biased towards certain providers, which is not your aim, as it will not benefit the industry. It is important that training capability remains vocational and fully experienced and be *out-and-about* the fish industry (Have Course will travel), not just college or centre-based.

Page 2

- First bullet

I assume but perhaps you would confirm that Seafish will not be paying for training support for in-house certificates and that only nationally certificated Seafish or joint awards courses would be paid for.

Re-imburement on evidenced expenditure can be off-putting for smaller companies as it does affect cash-flow. However the proposed ITSG arrangements should deal with this

- Third bullet Publication of lists of courses and training providers

It has been suggested to me that it is very difficult to find the GTAs via the Seafish website. While not necessarily agreeing with that I have to point out that Training is contained in 2 menus - *On Land and At Sea*. Unfortunately FITA's details are lacking as they do not contain information about our onshore sector Manager Sally Moore

So a complete overhaul of the website is necessary to enable Navigation to be easier and the information to be up to date.

It might even be a time to change the GTA acronym to something more meaningful

Page 2: Support for catching sector training -- 2nd bullet point in Section 1

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"... to ensure lowest cost ..." That is worrying and has been commented on before by others but because it is so important I must emphasise that it is vital to ensure that you are comparing like with like. I assume you intend lowest cost of a correct and similar quality

B. Your letter of 19 December -- A new system to fund training delivery FAQs

General:

I appreciate the reasons for training support being more catching sector orientated but is there not a likelihood of a backlash from the onshore sectors if Seafish does not give them a better commitment. This was raised at the Steering Group meeting on Monday

Q2 (Answer) "it is difficult for GTA's to audit quality control of trainers":

Our staff are the trainers for the majority of our courses, because in most cases they are the best qualified and experienced available and there is no-one else to deliver the courses. There are some topics we are not qualified/do not deliver e.g. First Aid, Fork lift, etc.

Trainer Quality could have been be audited at any time if Seafish had introduced a Trainer Monitoring system.

As for onshore courses all nationally certificated courses are registered in advance and we are aware that an auditor could call on Sally Moore at any time. All courses are evaluated and attendees are invited to send their comments directly to Seafish if they prefer, to avoid them going via her.

Sally undergoes continuous Professional development, new training and qualifications to keep up with the industry and to improve her own knowledge and skills etc.

If trainers are part of the GTA structure, methods of auditing quality should be in place. We would recommend the practise of peer group review, also better liaison over course improvements and updates. FITA are continually updating courses, taking part in new course development, and trainer Continuous Personal Professional Development. Feedback and comments (as far as we can tell) are in the main positive, and -as far as we can tell- show a vast improvement.

Q9 page 2. "...Our team of account managers will take more responsibility for promoting training.... "

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In FITA's experience, such promotion is low key, and our efforts at liaison with the Account Holding Team have met with some barriers. The Account managers team do not request the company's permission to pass on their (publicly available) details and request for further information /help to us; instead they pass on the GTA phone number to the client company. This is not the same strength of response and help: the company expect us to phone them - not to have to contact us. The possible contact is lost.

The account holding team - despite several requests, have never give us any progress reports upon their work, where they have been active, in our own areas.

We have encountered companies contacting us urgently for help despite the fact that they had been visited by the Account Manager Team very recently (e.g. same week), but we had heard nothing from them.

Q22: "Names of trainees in advance"

This would be a bit of a problem for client companies, the staff they wish to attend courses can only do so if they can leave their work duties, or have completed them. So lists of course candidates would have to be a bit flexible, allowing for some to drop out and for others to join in.

I look forward to hearing from you

Yours sincerely



Roddy

Directors: Peter Hamling Chairman, John Hermse, Vice Chairman,
Peter Davidson, Robyn Dutton, Robert Gillies, John MacAlister, Ian MacKinnon, Alexander Patience

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5 February 2008

Mr. P. Williams
Director
Sea Fish Industry Authority
St Andrews Dock
Hull
HU3 4QE

Dear Paul

RE: FUTURE PLANNING

As you know, we are the only Sea Fish approved training centre within the whole of the United Kingdom who deliver the apprenticeship Marine Vessel Support Deckhand (Seafish) and as such we are unique.

During past years the school has worked tirelessly to implement improvements and during 2007 we were pleased to announce at our annual general meeting that the company's circumstances are much improved. This was due to several measures which were planned, delivered and proved successful:

- A change in management and staff structure
- Achievement of the 'Customer First' quality mark and recognition of achieving the Sea Fish quality standard for training
- Revised timetabling to ensure full classes, thus more cost effective delivery
- Increased delivery of commercial courses, predominantly via the R.Y.A.
- Sponsorship funding sourced
- Improved retention and achievement rates
- Training of school staff to deliver Sea Fish courses thus gaining valuable extra income and improved cash flow.

We are pleased to have been verbally advised that we are considered one of Sea Fish's 'preferred providers'. Also that we will be one of the centres which will pilot the Maritime Skills qualification.

At this point, as we are aware that Sea Fish are currently deciding on alternative training delivery models, we feel it will be beneficial if we can put to you some of the ideas which will best support the school.

We consider there is support from the Sea Fish Industry Authority which can assist us in the short term:

1. New Entrant Training

Our school has benefited greatly from the payment of £100 per person per day which has been paid for delivery of the mandatory safety courses for new entrants, First Aid, Fire Fighting, Sea Survival and Health & Safety for New Entrants. As the school delivers training predominantly to new entrants – the apprentices – the continued support of the school by continuing these payments will indeed aid both our income and our cash flow, as it has during the past year. In previous years we have not been able to take advantage of these payments and the extra support from Sea Fish last year has been truly beneficial.

We are given to understand that there may be a move to deliver just two safety courses to new entrants to the industry, with the remaining two being delivered later. We would also ask that if this is the case, then by exception, it could be arranged for us to continue to deliver all four courses consecutively. Our reason for this request is that we are training Young Persons at Work – currently our health and safety record is unblemished, and we are reluctant, as we are audited by the Learning & Skills Council and Ofsted, to be seen to be moving 'backwards' with our safety training. Our apprentices are intentionally given as much safety training as possible, including achievement of the ENG1 maritime medical and the GMDSS SRC radio qualification amongst others. Also, as our classroom timetable covers an eight week period, we are reluctant to jeopardise the excellent and unique delivery of the apprenticeship, the quality and suitability of which we consider is now proven. As these courses are sometimes not completely full, we would further request that they can be attended by other new entrants to the industry who do not qualify to undertake the apprenticeship course and that to save administration we be paid at the same rate to deliver safety training to them.

We recognise that this request does not fit with the new model of training delivery which is under your consideration but as we are the only centre delivering the niche training of the apprenticeship, we would like to be considered as an 'exception' in order that we can continue and expand.

2. R.Y.A. Radar Course

Our training centre intends to deliver as many short safety courses for industry needs as possible. Currently the Sea Fish Industry Authority make a payment to those fishermen who complete the RYA GMDSS SRC – as we are receiving interest from fishermen regarding training for radar, would Sea Fish give a consideration to a payment for this? Over the past years the use of radar has become more distinct and we feel that as safety training, this may be a valuable addition offered under the Sea Fish banner.

3. Marketing

We would also request consideration of a budget for the school for marketing and advertising. We know that Sea Fish have only one set of exhibition display and we have borrowed it several times during the past year to attend careers events and other events in celebration of the sea and fishing. It would be beneficial for the school to hold its own set of exhibition display equipment, perhaps with both the school and Sea Fish depicted as delivering the Sea Fish apprenticeship.

Also, to project a more professional image, we would like the use of the Sea Fish logo, especially the new logo currently being produced to show we are a Sea Fish approved provider. Assistance with costs of brochures and media advertising, as well as update of our web site, would be invaluable to us.

We note, and appreciate, that our details have been included on the Sea Fish web site but perhaps, as the only provider of the Apprenticeship, we can have a more prominent place on your site?

We have proved the quality of our training, having met the requirements of the Sea Fish Industry Authority, the M.C.A., the Learning and Skills Council and Ofsted. Our training school is becoming noted for the quality of the delivery of our training and we are receiving enquiries from many parts of the U.K. For your information, we have enclosed monitoring which covers finance and improvements in learning and achievements.

Our company is growing from strength to strength and being assured of our skills and that we are ideally placed within the industry, our Board intends that we can become an exemplar within the fishing industry and a 'flagship' for Sea Fish.

This being the case, we must then discuss our long term goals and opportunities for expansion. One of the main obstacles which prevents our expansion is the lack of residential accommodation. Currently the apprentices are housed in 'homely lodgings' throughout the town and their care under this regime is both costly and extremely time consuming. Our Board considers we will benefit from the provision of 'central' accommodation.

1. Currently there is a large building within Whitby which has become vacant. This building could be converted to suit our needs, with accommodation provided on the first floor and teaching rooms on the ground floor. Although it is a Grade I listed building and would need great care with planning a conversion, it is larger than our current premises and would give us scope to take on larger numbers, and thus savings via critical mass will benefit the school. There is some funding via the North Yorkshire County Council Rural Target Fund which may provide up to 50% of the conversion costs. Match funding will be needed to meet these costs, which are as yet unknown.

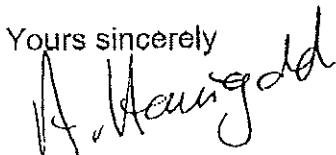
We will also require assistance in the first instance with the cost of engaging an architect to plan the conversion and to undertake the tendering process. You have indicated that it may be possible for us to utilise up to £10k of Sea Fish funds for this purpose.

2. Our second option is to find funds to build a custom made training centre, together with suitable accommodation. This may well be preferable if a suitable site can be found, as there will not be the Grade I restrictions on the design.

We will be pleased if, on our behalf, you will bring our requests and plans to the notice of your Board of Directors at your February Board meeting. Trusting that their considerations will be positive, we will be pleased to attend a 'pre meeting' before your planned March Board meeting, to give a brief and concise presentation.

Please do not hesitate to contact me if you require any further information before your next meeting. I look forward to hearing from you.

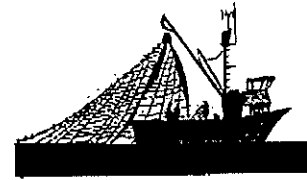
Yours sincerely



Anne Hornigold
Chief Executive

Encls:

Ref: Seafish.corrresp.2008planning.5feb08



Financial Monitoring

<u>Year</u>	<u>Year ending</u>	<u>Profit/Loss</u>
5	y/e 31 July 2007	35,006
4	y/e 31 July 2006	(33,124)
3	y/e 31 July 2005	4,388
2	y/e 31 July 2004	2,714
1	Period April 02 to 31 July 2003	18,606

Year 1 includes a large amount of funding (grants/sponsorship) to assist the school in setting up.

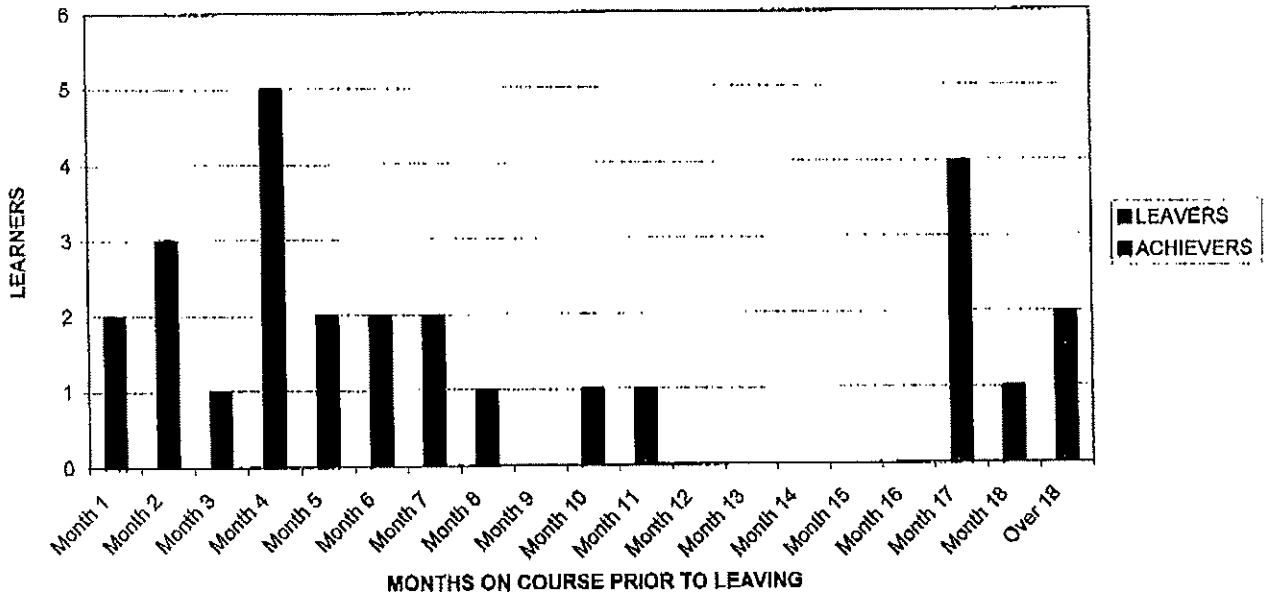
Year 4 shows a significant loss and at this stage the staffing and management structure was completely restructured.

Year 5 shows a much improved picture after changes in management/staff structure, modified delivery of the apprenticeship and much larger delivery of commercial courses.

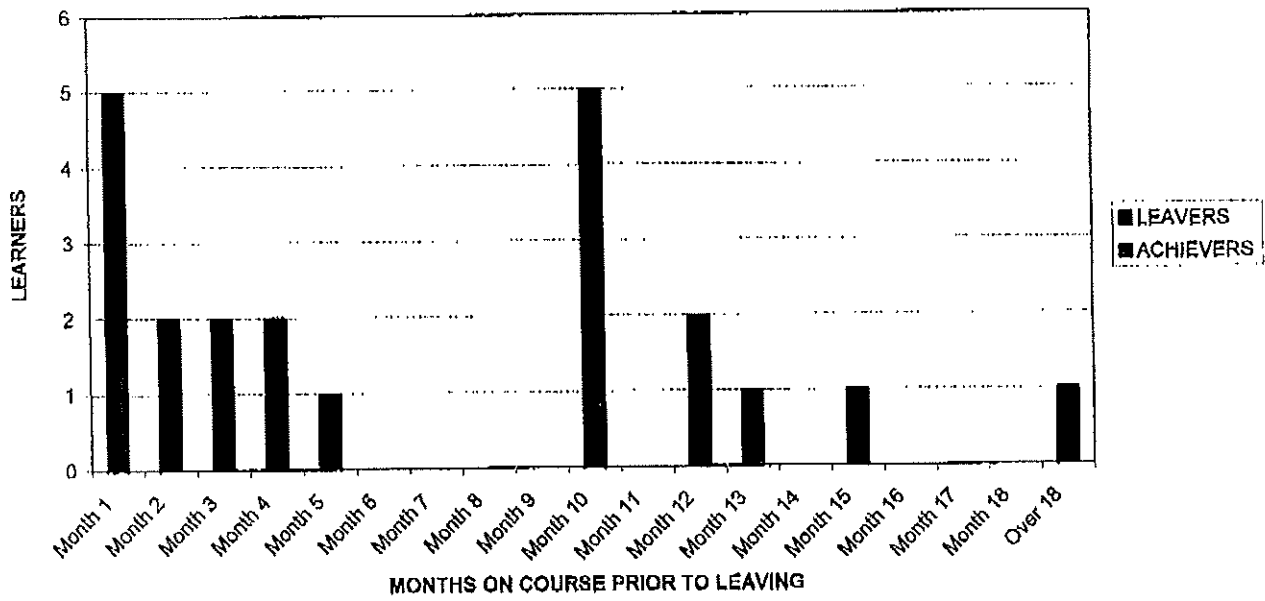
Year 6 – (current) to date – August 2007 – January 2008

Income	£133,158
Expenditure	£99,044

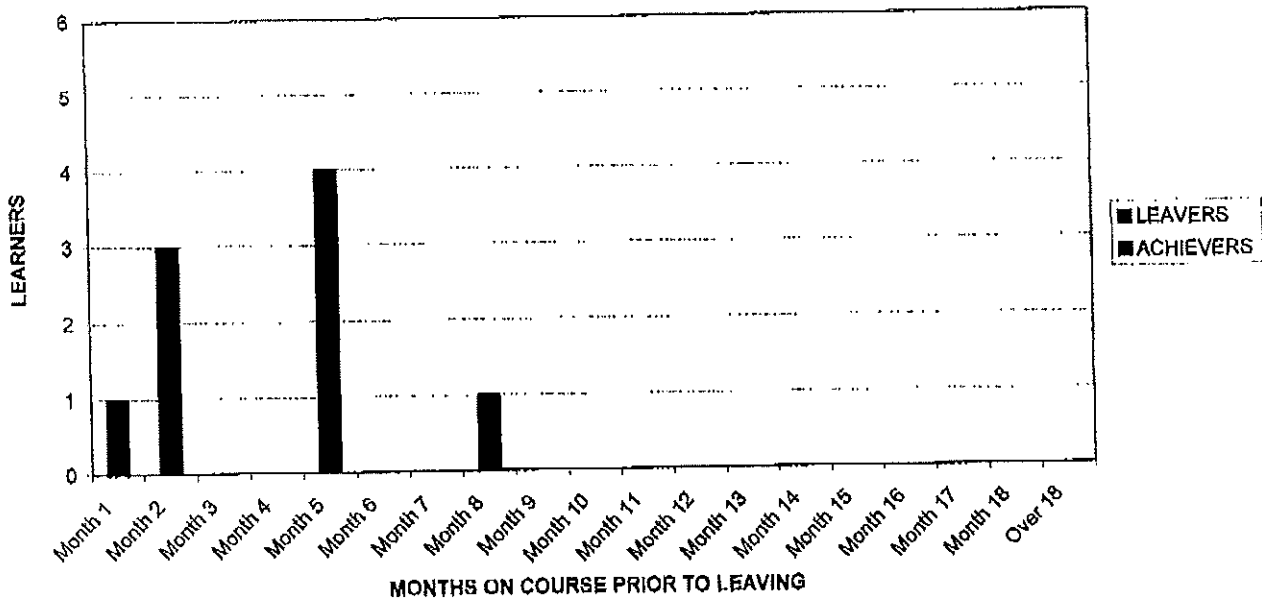
LEAVER ANALYSIS YEAR 3



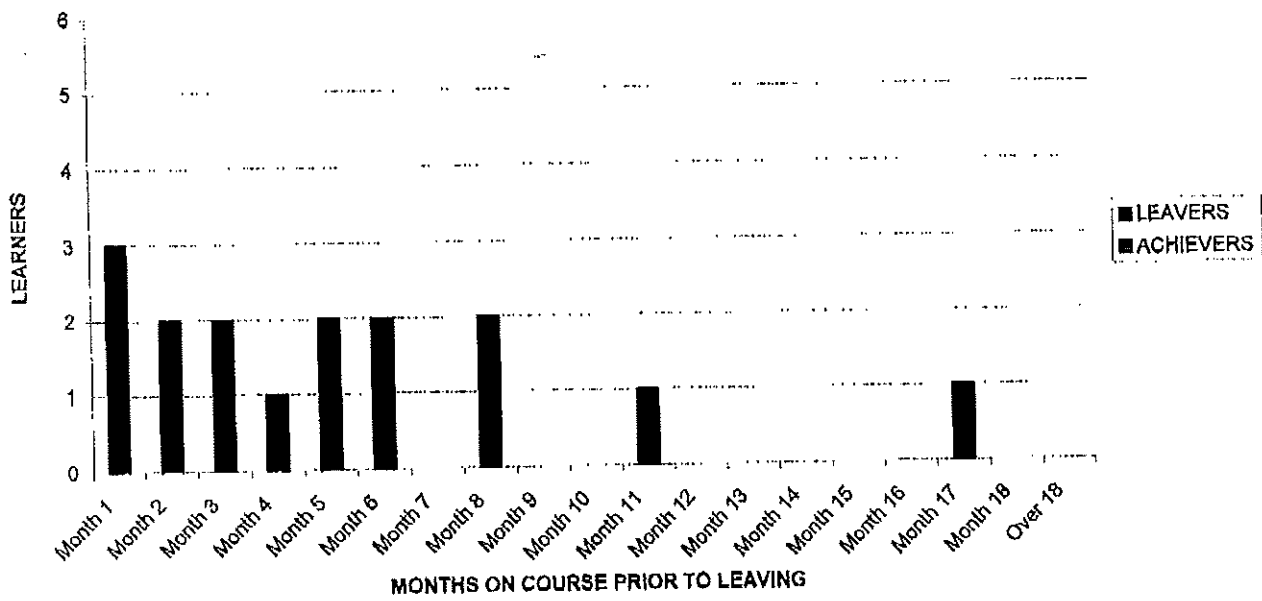
LEAVER ANALYSIS YEAR 4

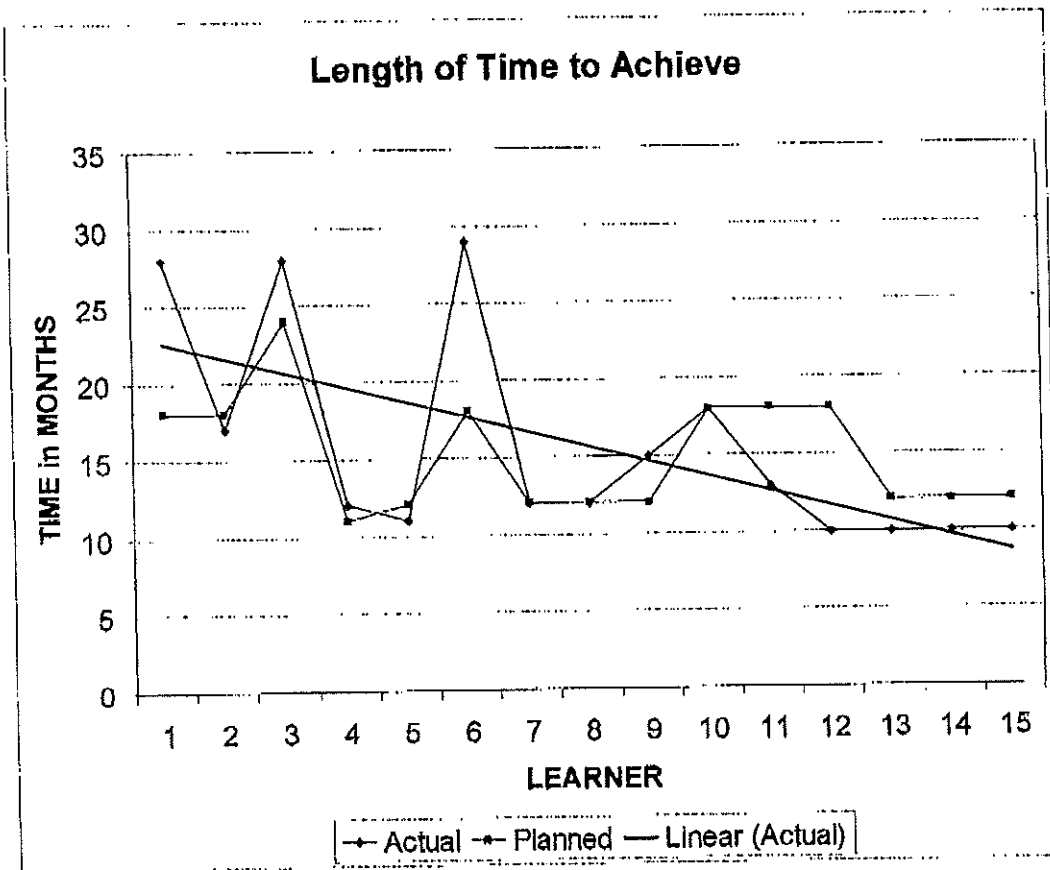


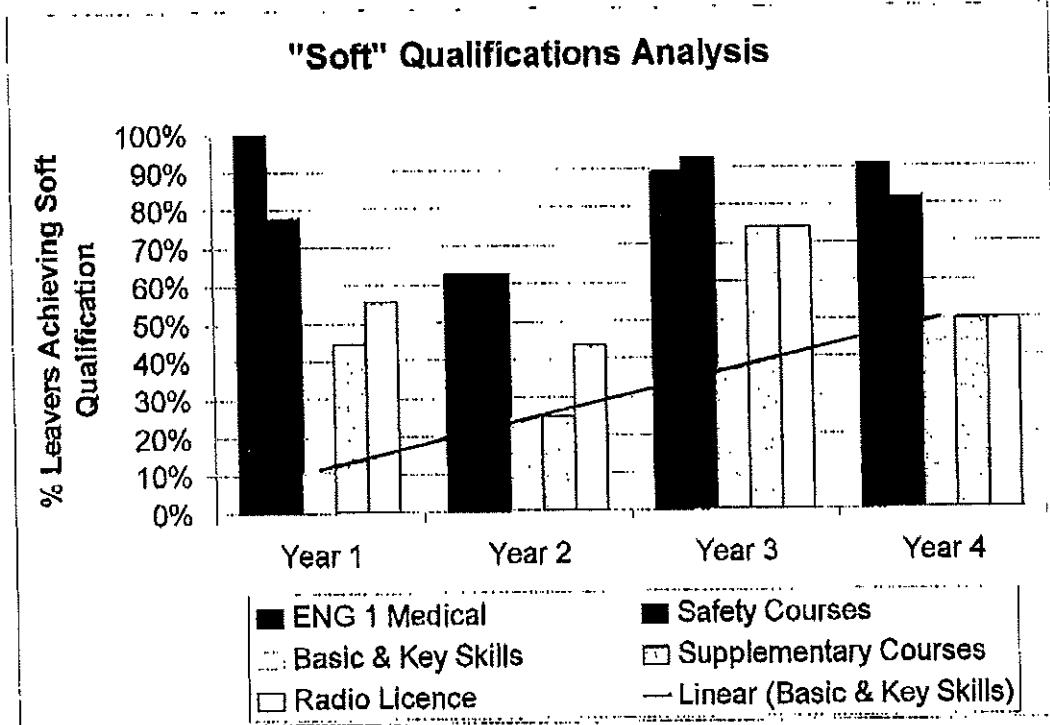
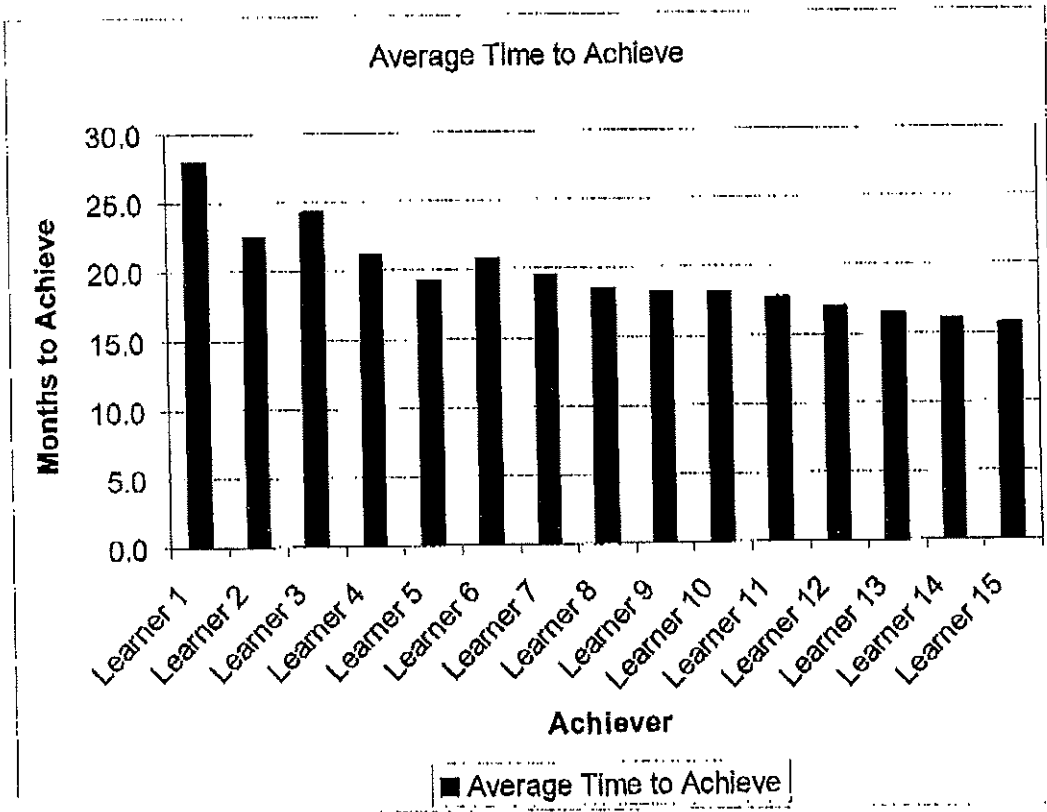
LEAVER ANALYSIS YEAR 1

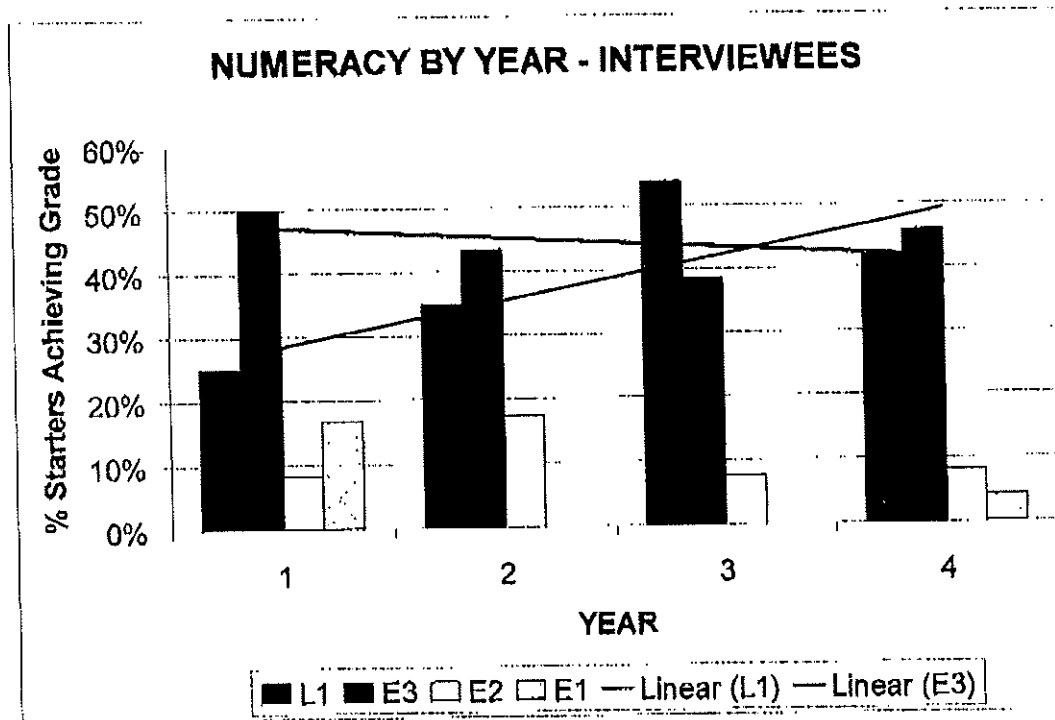
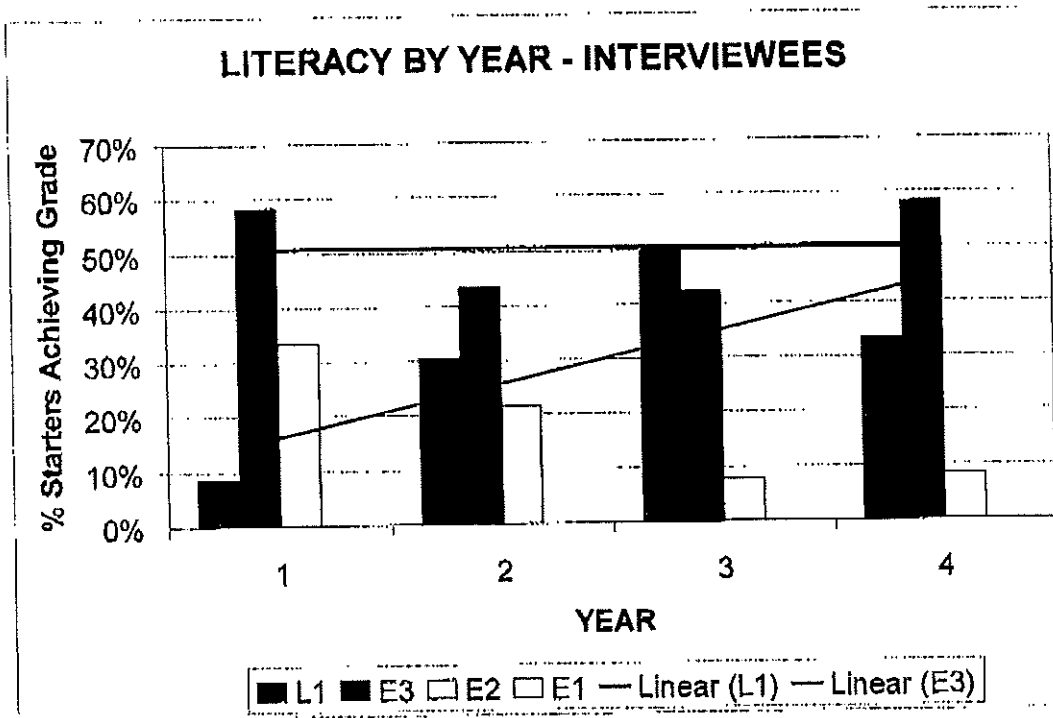


LEAVER ANALYSIS YEAR 2

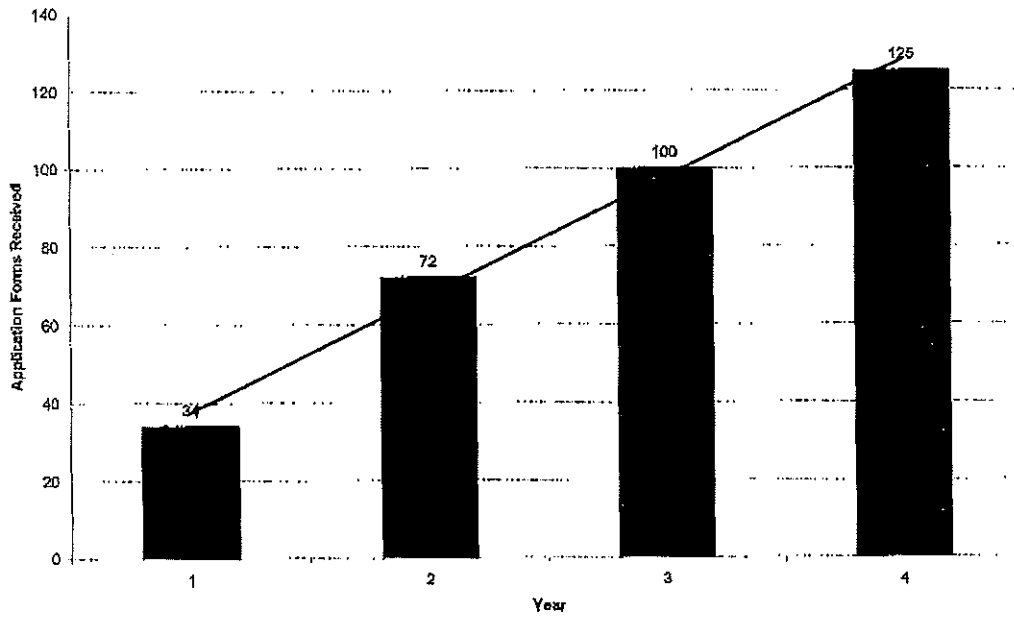








Application Forms Received per LSC Year





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Fax: 01472 500221
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Simon Potten
Training & Accreditation Manager
Sea Fish Industry Authority
18 Logie Mill
Logie Green Road
Edinburgh
EH7 4HS

Monday, 4th February 2008

Dear Simon

Thank you for the letter of 12th November 2007 notifying GIFHE of your intentions to make changes to the future funding by Seafish of Training.

Within the proposed new arrangements GIFHE are well placed to support and make accessible training to the on-shore sectors. Seafish and GIFHE have already agreed to lead within the National Skills Academy for Seafood and join forces with Seafish's Seafood Training Academy.

In order to support Seafish in this implementation, an outline is provided to show how GIFHE can assist and offer an opportunity to support the implementation plan.

For GIFHE the focus of work is with on-shore processors. The £525k per annum budget from 2010 we believe is quite low, with 30% of this for the on-shore processing sector and would encourage this to be increased. This would benefit the sector through widening participation and dedicated provision.

Through the development of the National Skills Academy and developing links with the Seafish partners, GIFHE believe that this funding could be quickly utilised and would therefore need to look at alternative funding streams to meet business and employee demand.

The enclosed document provides more detail on how GIFHE intend to support Seafish through these changes and our rationale.

We would encourage working with you in this transitional period and to assist in preparing for change and to discussing this rationale further in developing a beneficial plan for the sector.

Yours sincerely

Mathew Thompson BSc (Hons) MIFST MRIPH



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Proposed GIFHE Support for Seafish Training

The support GIFHE can offer:

- Support Seafish in utilising levy funds to assist the take-up of training;
- Open and transparent distribution of funds to support the training;
- Minimise expenditure on bureaucracy and administration;
- Assist Seafish's central role in administration and record-keeping of training and the quality assurance procedures for conduct and approval of teaching and training.

The funding available:

GIFHE's key strength has been its ability to provide dedicated training to the seafood processing sectors. Understanding that 30% of the £525k pa is available to the on shore sector, it is agreed that this funding should be used to meet demand. Hence, GIFHE will:

- Actively encourage Seafish to provide greater funding support;
- Work with companies to encourage fee contribution;
- Utilise existing funding streams to widen participation through the partners i.e. Billingsgate, Fleetwood, North Shields, etc;
- Allocate funds from Seafish and other sources (e.g. ESF, ERDF, LSC) to benefit the employees and employers, through key initiatives for workforce development;

Proposed Arrangements

Support for on-shore sector training

GIFHE would be keen to work with Seafish and to report the assistance we provide to employees and business. It is through this approach whereby GIFHE would advocate allocation of funding to the training provider, through which businesses can be notified of programmes and activities accessible. GIFHE would openly report on the training provided and allocate monies in accordance with Seafish requirements in advance of the training.

GIFHE has extensive experience in managing projects and activities (e.g. ESF, LSC, ERDF, Yorkshire Forward) linked to workforce and business development need. So, GIFHE would:

- Develop a transparent approach and strategy to administer and utilise all possible funding streams for the benefit of the sector;
 - Utilise Seafish funding to encourage employees, employers and prospective employees to access training provided or designed to meet a specific need;
 - Assist the individuals and companies in applying for Seafish funding;
 - Assist management of funding and encourage business to contribute in line with government guidance;
 - Utilise existing and new funding streams to provide consistent supply of funded training to the sector, even when Seafish funding is not available, so that no "double funding" issues occur;
 - Not rely on a first come first served basis of funding allocation;
 - Make funding through National Skills Academy accessible to existing Seafish GTA's to deliver programmes and access further funding streams, to focus on existing specialist craft skills and programmes;
 - The amount of support provided to the cost of the training will be determined by the type and level of course, but also to specific industry demand at NVQ's, supervisory management training and higher level programmes including Foundation Degree's and further work based HE programmes as relevant;
 - Establish an approved list of courses on Seafish's website.
-

Implementation

GIFHE propose that a strategy for the utilisation of the monies be agreed, using the National Skills Academy opportunity to make training and support accessible through the development of career pathways and clear progression routes. Of the £130k allocated for on-shore, we would be prepared to bid for £30k to support the strategic development of key routes, using the money to create and build upon existing demand led provision and lead to other funding sources and learning opportunities. This would assist Seafish in providing opportunities to:

- use levy funding appropriately;
- ensure openness and transparency of fund distribution;
- monitor through regular reporting framework on fund distribution;
- minimise bureaucracy and administration in Seafish;
- ensure quality of provision.

Obviously GIFHE currently access a range of funding and we would endeavour to use the monies Seafish make available to widen provision of programmes not normally included.

Administration of Transitional Arrangements

To administer the changeover GIFHE offers assistance to support the transition and to work with Seafish. A project proposal should be designed and considered to show how the relationship will work and assist in the new arrangements.

The National Skills Academy recognition is an element which should be supported and utilised to assist through the transitional period.

SOUTHERN FISH INDUSTRY TRAINING ASSOCIATION LIMITED



Please reply to: Chairman

4 - FEB 2008

Mr. C. Howeson
Chairman
Sea Fish Industry Authority
18, Logie Mill
Logie Green Road
Edinburgh
EH7 4HS

31st January 2008

Dear Mr Howeson,

Further to my November letter to you and our subsequent recent meeting with John Whitehead and Simon Potten we would like to make this initial formal response to the proposed changes to GTA funding.

Our meeting in Southampton was beneficial in that several contentious points were clarified and we were able to put the industry and GTA perspective across. Nevertheless our Management Committee remain firmly of the view that the way information has been given to both the Board and to the GTA network and press has been mishandled and in some cases incorrect.

Whilst we are able to appreciate that a major motive for carrying out the review was to adjust the way funding is provided to accord with certain EU provisions, we lament the fact that this issue was confided to us at such a late stage. Furthermore, we cannot accept that it follows that it is necessary or appropriate to require GTAs to compete for Seafish funding with third party training providers nor that training provision would be enhanced by so doing.

We are also left lamenting the fact that having reached its decision, the Seafish Board rushed to issue a press release that implied that the new system would correct a situation where, through lack of transparency and cost-inefficiency, the GTA system had been an obstacle to the effective delivery of fishermen's training. I can only hope that you might find it possible to issue a more considered statement in due course.

We can accept that Seafish has legitimate concerns regarding the inappropriate methods adopted by some GTAs but we are very disappointed that this has led to proposals that will undermine other well-run associations. This is clearly a consequence of the reduction in oversight exercised by Seafish and we would urge the Authority to deal with such issues on a case by case basis by engaging constructively with the GTAs concerned.

Taken together, the ill feeling generated by these issues has caused some volunteer industry members of long standing to re-consider their involvement with the GTAs. This is particularly damaging and

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Secretary & Treasurer: Mrs S.B. Stride
Locksbridge, South Drive,
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unfortunate as finding and keeping active and motivated Management Committee Members is quite challenging.

On a more positive note, I believe that with demonstrable goodwill on the part of Seafish this can be contained. This GTA is certain it will be able to adapt to the phasing out of core funding and I can see that provided future funding in the catching sector is sensibly targeted at the correct level to fishermen in our area we will be able to work with a new system. This system, which is yet to be finalised, does need to address the points made at our meeting and these are detailed on the attached paper.

We are grateful to John Whitehead and Simon Potten for coming to Southampton and would like to reiterate our invitation for them, yourself or any other Board Members to visit our area to become acquainted with the local industry.

Yours sincerely,



Richard Stride
Chairman.

Copies to C. Venmore, J. Rutherford, J. Whitehead, S. Potten

Chairman: Mr R.K. Stride
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SOUTHERN FISH INDUSTRY TRAINING ASSOCIATION

COMMENTS ON SIMON POTTEN'S PROPOSALS FOLLOWING THE MEETING 7TH JANUARY 2008 WITH SIMON POTTEN AND JOHN WHITEHEAD

A. STATEMENTS AND ITEMS NOT AGREED

FEWER FISHERMEN – Not completely true in this area. We still have a large uptake of courses and the proposals will reduce the number of available courses. The real cost to fishermen will increase and not be underwritten absolutely.

BETTER USE OF LEVY FUNDS – We continue to believe the current use will NOT be improved upon by the proposed system as the 2 temporary staff will not be able to support the industry adequately.

OPENNESS AND TRANSPARENCY – We simply cannot accept that the GTAs lack openness and transparency. GTA meetings are open to industry members and Seafish. Staff cutbacks at Seafish have led to lack of attendance and lack of understanding. Our accounts are audited and financial reports made to each GTA management committee meeting. We have always operated within the guidelines set by Seafish. Our instructors are all Seafish approved and in addition we are STCW approved. This implied criticism undermines our viability and is unfair as it undervalues the tremendous work carried out by our Training Manager. This GTA serves the industry very well.

MINIMISE BUREAUCRACY - Existing system is both practical and un-bureaucratic giving best value per £ of Seafish levy spent.

REINFORCE CENTRAL ROLE – It seems to us that Seafish relinquished its central role in record keeping following staff cutbacks and is not prevented from retaking that role by the existing system of funding. We have often been obliged to correct Seafish errors and our own record-keeping has helped Seafish many times. The reduction in staff at Hull has resulted in both lack of records and lack of quality control. (indeed Seafish recently approached us for a list of Seafish approved instructors!) We do not consider that just two additional staff members is sufficient to deal with the additional work involved under the proposals.

ONSHORE SECTOR 10% FUNDING – This GTA is not adversely affected by this provision, as most onshore training is not financially viable for us. The onshore sector does need encouragement and support, which cannot possibly be given by 2 staff. Our onshore sector members feel it would be unfair to bias funding towards Responsible Fishing Scheme holders without giving similar treatment to Quality Award holders as well.

CATCHING SECTOR

1. **COURSE AVAILABILITY:** We are concerned that there is a **SEVERE SAFETY RISK IN REDUCING CURRENT AVAILABILITY**. We will continue to offer courses according to demand to ensure courses are available and accessible.

2. **ENCOURAGING NEW ENTRANTS** – We will continue to promote training as before

3. **ENCOURAGING VOLUNTARY TRAINING** – We will continue as before

B. SUGGESTIONS AND POINTS TO BE AGREED

IMPLEMENTATION

1. We will be able to adapt to the phasing out of core funding provided the demand for training courses is not undermined.
2. The "Approval from Seafish" system needs to be carefully structured so that the GTA can get approval on behalf of candidates if necessary. It was suggested that candidates should be able to apply to Seafish approved training providers, who will then pass on applications for approval directly, *before* the training course. However, the main drawback with this is that fishermen often want to attend a course with notice of just a day or so. They are often offered a job subject to weather conditions etc, and may not have the time to wait for approval.
3. Details of how and when the training providers get payment needs clarification. Will this be direct from Seafish or will it be paid in advance by the candidate with subsequent reimbursement to the candidate? The Seafish statement that it intends "driving the money down to the Quayside" has created some misconceptions.
4. The criteria for approval should be discussed and agreed.
5. There needs to be an agreed system in place so that GTAs are confident that Seafish will give fair information to potential candidates on training providers to include the GTA. Concerns have been raised that system could be abused.
6. The approval of future Seafish approved training providers must be transparent to all. New training providers should have all of the necessary training equipment and manpower e.g. fire simulators and minimum of two instructors per practical course, and be seen to be using them. Currently there are many RYA providers who cut corners in order to make a profit.
7. The level of individual funding should be set such that Seafish does not run out of money part way through a financial year. It is clear from the figures provided that in this case fishermen cannot be funded "absolutely". It is also clear that the figures quoted need to be adjusted so that training providers cannot just cherry pick the most profitable courses. We would suggest the following course grants be graded even if Seafish only fund a percentage of the figures, these include refresher training.

The recent FIFG funding was wasted in some cases as new entrants were allowed to attend all of the safety courses with no structure to their learning. Often, a new entrant would attend all of the courses in one week purely to "get the tickets", rather than receive a structured balance of instruction. The new changes will provide an opportunity to introduce a more structured and cost-effective system – and be in accordance with MCA guidelines as specified in MSN1813(F).

Safety training, with funding is suggested as follows:

Sea Survival	£100.00
New Entrant Health & Safety	£60.00

To be provided for those joining the industry for the first time, before going to sea.

Followed by:

Basic Firefighting	£100.00
Elementary First Aid	£60.00

To be attended in the third month from entry to the industry so that new entrants can meet the statutory requirements by the end of the 3-month period.

Followed by:

Safety Awareness £60.00

To be attended by the end of the second year after joining the industry.

All of the above would require careful management by training providers and Seafish staff in order that new entrants are followed-up, and courses are provided where and when needed. We suggest that a proliferation of training providers would make this difficult.

Enhanced Safety Training

GMDSS Short Range Radio	£90.00
Stability Awareness	£70.00
Bridge Watchkeeping (2-day)	£150.00
Bridge Watchkeeping (5-day)	£450.00
Engine Watchkeeping (2-day)	£200.00
Engine Watchkeeping (5-day)	£500.00

Higher (Skipper etc) £500-£2,000 (variable, depending on the level)

8. We would like to see the new funding system phased in so that any teething problems can be ironed out before core funding ceases.

9. Refund of fees.

History has shown that the vast majority of fishermen will only attend training which is mandatory, or training which will lead to a skipper qualification enabling them to diversify. Asking fishermen to pay for training is unlikely to stimulate demand for vocational training.

10. We would also like to see any allocation to training from the European Fisheries Fund to be used for fishermen's training.



TREVOR LINEHAM (SHELLFISH) LTD

*shell fish merchant
and
fishing vessel owner*



25 Pilgrim Road, Boston, Lincs PE21 6JW

Phone/Fax: 01205 311007 Mobile: 07836 662115

V.A.T Registration No. 129 0165 86

Simon Potten
Training & Accreditation Manager
Sea Fish Industry Authority
18 Logie Mill
Logie Green Road
Edinburgh
EH7 4HS.

January 21st 2008.

Dear Simon

Re. your letter dated 12th November 2007, copy enclosed.


I would like to advise you that I and my Crew have attended a number of training courses arranged by Clive Monk of the Eastern Seafish Training Association. All the courses have been arranged well and it has been a pleasure to work with Clive.

If this had not been so, we would probably not have attended a number of the courses on offer.

If you alter the present situation I fear that many of the fishermen will not undertake training.

Please leave Eastern Seafish Training Association as it is now.

Yours faithfully


PP TREVOR LINEHAM.



Patron: HER MAJESTY THE QUEEN

The Royal National Mission To Deep Sea Fishermen

Head Office: Mather House, 4400 Parkway, Solent Business Park, Whiteley, Hampshire, PO15 7FJ

Telephone: 01489 566910. Fax: 01489 566929.

Email: enquiries@rnmdsf.org.uk, or fundraising@rnmdsf.org.uk

21st January 2008

Mr. J.A.Rutherford
Chief Executive
Sea Fish Industry Authority
18 Logie Mill, Logie Green Road
Edinburgh
EH7 4HS

23 JAN 2008

FISHERMEN'S TRAINING

Thank you for your letter of the 28th November and we look forward to seeing you in February.

We have also received your paper "Seafish Future Funding For Training" which we have studied with interest. Clearly your proposals will make best use of the funding available by reducing the expenditure upon Group Training Association (GTA) bureaucracy and administration. Undoubtedly the GTAs will be averse to the proposals as probably they will incur financial losses. However, your fishermen focused approach cannot but be an improvement.

As far as the Mission is concerned, our Port Staff stand very much ready to encourage safety awareness amongst fishermen, particularly the new entrants to the industry. As before, we are only too willing to make our port centre facilities available for training and for the promotion of safety literature and material. An extension of this is our establishment of a safety fund where we will take forward a number of initiatives to improve the safety consciousness of fishermen. Here we believe that the great trust most of our staff enjoy within their respective fishing communities will be very beneficial. This could include the limited provision of personal safety equipment. Meanwhile I would welcome any proposals you might have which involves the Mission more with safety training.

Dan Conley
Chief Executive

Supporting those who risk their lives to feed the nation

Chairman: Mr B Miles CBE RD
Deputy Chairman: Mr D Harris
Hon Treasurer: Mr D Young MBE JP
Chief Executive: Capt Dan Conley CBE MBA RN
Director of Fundraising: Lady Campbell
Mission Chaplain: Rev Andrew Wright M Theol

Council Members: The Venerable Simon Golding CBE
Mr P F Catchpole Rear Admiral J Lang FRFRN
Mr M G Cooke Mr A McCulla
Mr D Craig OBE MA CA Mr J F S Parker DL
Mrs J Henderson The Rev W B Wilkinson MA BD

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www.fishermensmission.org.uk

JAR

Principal: Robert Sinclair

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Mr Simon Potten
Training and Accreditation Manager
Seafish Industry Authority
18 Logie Mill
Logie Green Road
EDINBURGH
EH7 4HS

Ref: GEN08/SEAFISH.001

16 January 2008

Dear Simon

**YOUR LETTER DATED 12TH NOVEMBER 2007
RE. FUTURE FUNDING OF FISHERIES TRAINING**

Thank you for the opportunity to comment on the way that Seafish intends to fund training of fishermen in future. Initially, I would say that you must be very careful that you do not destabilise a system that is currently working very well for the fishermen of the north-east of Scotland. The current partnership between the College and NEFTA leads to a very high volume of quality training being delivered, at times and places all along the east coast of Scotland to suit the needs of fishermen. I am sure that I do not need to remind you of the importance to the UK fishing industry of the fishermen of this area.

Whilst the College doubted the viability of fishing training in the past, and indeed moved to close the provision, that short term problem has been overcome and the strong link with NEFTA has delivered, in partnership, short courses to over 1000 fishermen in the past year. These short courses have helped the College derive income from the Scottish Funding Council to keep alive the Skippers, Mates and Engineering Officer courses which are of course vital to the industry.

I would also like to make the following specific points:

- The College values the effective marketing work of the GTAs in gathering together viable groups for training courses. Although, in the main, we work with NEFTA, we currently have a group of Northern Irish fishermen with us taking their ENS Certificates, organised through their local GTA. It is doubtful if this could have happened without the support of their local GTA. The presence of GTA staff on the pierhead is invaluable in informing and recruiting for training opportunities and without this service I doubt whether fishermen's training could continue;

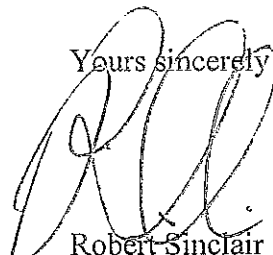
- We recognise that the close relationship between the College and NEFTA, both in contractual and working terms is almost unique in UK terms but we find that where the two bodies play to their individual strengths the outcome is greater than the sum of the parts. Indeed, in my previous employment in the Shetland Isles, I also promoted such an arrangement when there were moves to close the GTA following the opening of the North Atlantic Fisheries College. The role which I see for the GTA is that of a marketing agent, firmly placed as an industry body, which determines local training needs and then sources quality training opportunities to meet those needs. I also firmly believe that the College is best placed to meet those needs in Scotland however, the Service Level Agreements between the College and NEFTA (which I drafted) also enables NEFTA to source other providers if the College does not provide appropriate training opportunities or the quality is not of a reasonable standard. As examples of the wider marketing role of NEFTA, this year the partnership has developed, and is in the process of delivering, Radio Refresher and Net Mending courses requested by Skippers as well as the standard programmes.
- The additional income for fishermen's training leveraged by the current system should also be borne in mind. For every fisherman trained, the College draws down funding from the Scottish Funding Council which enables us to maintain the infrastructure required for the full range of training which we offer. However, the value of income derived from the Enterprise Network for new entrants training is also considerable and without that support it is doubtful whether that scheme, so essential for the future of the industry, would exist;
- w.r.t. the new entrants scheme, operation of the training would be very difficult from a practical perspective without an industry body to co-ordinate the training. By using both the College for the core training and a group of dedicated volunteers for assessment and risk management, the industry gets the best of both worlds. i.e. The cost of the expensive capital aspects of the courses are met by the College whilst the volunteer assessors undertake their work at times and places where college staff could not – to suit the trainee and industry. These visits to the trainee vessels by the assessors also ensures that trainees are placed on vessels where their health and safety are paramount, clearly the most important consideration in the management of risk.
- Potentially, the income derived via the new funding methodology may be satisfactory to support a new industry body to co-ordinate training. However that is for the industry to decide and will be for NEFTA to develop a business case but the College needs an industry body (either NEFTA or a successor) to effectively market fishermen's training and we would be willing to work with them if there are clear benefits to both parties.
- I would also caution care about the implementation of any voucher based scheme. Apart from the fact that I do not think that the average fisherman will bother to access the scheme (maybe the cynic would say that is the rationale) the national ILA scheme was fraught with problems not least issues with

fraudulent providers etc. I would commend you to read the National Audit Office Report on the national scheme to ensure that you avoid the financial pitfalls that befell it. I can apprise you of the practical difficulties at some point if required.

- One point made by John Whitehead at the December meeting with NEFTA was that Seafish do not now consider new entrant recruitment as part of their function. In my view, this is a tragic omission and will contribute to the further decline of the manning situation. We have in the past (along with NEFTA) made extensive use of the high quality materials produced by Seafish in this respect. Without these materials recruiters on the ground will have to rely on poor, locally produced, substitutes and this is in stark contrast to the other industries competing for young people. As an example, our engineering clients are providing us with £60,000 and our merchant navy clients £16,000 for recruitment purposes this year alone. And we are only one small college. Frankly, I think that the current situation is, whether by design or default, ludicrous and would urge you to use your full endeavours to convince your Board that this is a hugely valuable role for Seafish.

Finally, I am sorry to have laboured the above points but having been involved in fishermen's training in one role or another since 1987, I see the changes proposed as having the greatest potential to destabilise the system in that time. I would urge you to ensure that some form of industry led body remains to ensure that we have an effective, local, method of discussing and marketing training opportunities to ensure that the UK retains an efficient and effective fishing fleet and which contributes so much to the economy of Fraserburgh, Peterhead and the other communities of the north-east.

Yours sincerely



Robert Sinclair
Principal

Peterhead



PORT AUTHORITY

JAR/SP

JEW/GG/S1

15th January 2008

Dr P Williams
Research Director
Sea Fish Industry Authority
Seafish House
St Andrew's Dock
HULL HU3 4QE

18 JAN 2008

Dear Paul

Thank you for your letter of 19th December regarding the proposed changes to the funding of training. I have a close association with Banff & Buchan College of Further Education (BBCFE) in Fraserburgh and believe that their Board and Principal, Dr R Sinclair are better placed than me to respond. They, as you know, are at the 'coalface' of delivery and therefore critical to the survival of such training programmes. There was a point not long ago, which again I know you are familiar with, whereby we almost lost certain training modules for fishermen in the North East. I would simply reiterate my support in endorsing BBCFE's position on the funding and training and encourage Seafish to extend to them every assistance necessary to ensure the status quo is not unduly compromised.

My best regard to you and your colleagues for 2008.

Yours sincerely

JOHN E WALLACE
CHIEF EXECUTIVE

Pauline Cox

From: David Audley [dave@three-cottages.co.uk]
Sent: 12 January 2008 10:17
To: Simon Potten
Cc: clive@esta.wanadoo.co.uk; karenteacher@btconnect.com; turveyspike@aol.com
Subject: Consultation of Seafish support for Training

Dear Simon

Re: Consultation on Future Seafish support for Training

The response below is given on behalf of the Eastern Seafish Training Association

At our December meeting the Seafish proposals were fully discussed and it was unanimously agreed that we should express our serious concerns that your proposals for future Training delivery in the catching sector are unworkable and will lead to a serious decline in Training in that sector with potentially serious consequences.

I am asked to emphasise the committee's strong belief that without the local involvement of GTA staff the take up of Training will fall dramatically. Whilst we understand Seafish are willing to continue to work with any local GTA wishing to continue operations we feel that the change of funding will require any future GTA operation to concentrate on delivering easy and profitable Training to the detriment of the Catching Sector. We do not feel that any Commercial Training Organisation will undertake the necessary costly promotion of such Training for the same commercial reasons.

We hope to have the opportunity to put our views to you on the 28th January but I feel it may help if you have our views in writing prior to this meeting.

Yours sincerely,

*David Audley
Chairman
Eastern Seafish Training Association*



JAR | SP

TOWNHEAD CAFE

185 High Street • Biggar • ML12 6DJ • Tel: (01899) 221001

- 7 JAN 2008

Dr Paul Williams

Gordon Hillan

Seafish

Alhambra cafe

01698-747790

Hull.

Dear Paul,

With reference to the letter i received from you dated 19th dec 2007, it would appear to me, and i am not and never wish to be a politician, that the whole concept of training has been missed out.

I believe training within the industry, regardless of what that may be, is vital to the development of that industry. Therefore the onis of insuring that individuals meet required standards and are able to perform effectively and efficiently for the betterness of their employer and consequently their industry, falls on the employer himself.

I always found seafish training and development department easy to approach and very helpful when asking advice or arranging training or assessments.

Since the change of "dealing direct with seafish" and the introduction of G.T.A. as assessors, i find it a bit more difficult and futher more i find the standard of service and the ability of the G.T.A. assessors slightly less professional and exact in comparison to that of the Seafish and appointed personel.

I always feel that i can speak openly and bluntly to the Seafish team on any matters that we discuss and any time so, if i may Paul,; stuff the beurocrats that suggest The Seafish Authority needs to show more transperency in their administration, you guys do a good job for my trade and although i am not directly involved in the fishing industry, i would imagine that you deliver the same, if not better service to them regardless of whether or not they realise it.

In my experience with some fishermen, they are opposed to Seafish and regard them as Tax Collectors because they collect a levy on the fish brought into the U.K

What they seem to be overlooking is the fact that they are receiving services if only they would take advantage of them.



INVESTOR IN PEOPLE

Proprietor : Gordon & Sandra Hillan





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It is a fact that well trained staff are more productive, therefore the cost of training them becomes very slight in comparison to the % rise in profit.

The industry must be made aware of the advantages that Seafish offer in return for their leveys paid in order that Seafish gain the trust of their industry.

In my opinion there was nothing wrong with the way Seafish delivered their training and the way it was invoiced. Trades can do no better than to have "skilled tradepersons delivering training and conducting assessments on modules on behalf of their trade bodies!

In short: Sorry Paul

I do not agree with the big changes and i think Seafish should be permitted to continue as they have been for the past 5 or 6 years.

Regards to all at Seafish.

Yours sincerely



INVESTOR IN PEOPLE

Proprietor : Gordon & Sandra Hillan



Pauline Cox

From: David Audley [dave@three-cottages.co.uk]
Sent: 02 January 2008 10:28
To: Simon Potten
Cc: 'Eileen Gibson'; 'David Tomlinson'
Subject: Consultation on delivery of Training

Dear Simon

Re: Consultation on Future Seafish support for Training

The response below is given on behalf of the National Federation of Fish Friers.

Our initial response is one of extreme disappointment at the apparent low level of allocation given to our sector which, we believe, employs more individuals than any of the other three sectors. Whilst accepting the unique requirement of the catching sector for your support we cannot see any justification for the considerably higher amount per employee allocated to the processing sector. It certainly appears to us that our sector's exclusion from the Group considering these proposals has had the expected effect.

Given that it seems unlikely that we can in any way change the decision on the amount allocated we would ask that you consider allowing our sector Training Advisory Group or any replacement Group the right to decide the level of grants for individual training courses. Given that Seafish are determining the total annual budget and the individual business limits we feel they have sufficient control over the costs and benefits of their expenditure and our knowledge as to which courses should attract which level of funding would at least allow our sector to get the best possible result from the limited funds available.

Yours sincerely,

David Audley
National President
National Federation of Fish Friers.



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Fax: +44 (0) 1346 518075

Seafish Industry Authority
18 Logie Mill
Logie Green Road
EDINBURGH
EH7 4HS

20th December 2007
Our Ref: GAM.DW.SWFPA

Dear Mr Potten

Changes to Training of Fishermen

I refer to your letter of 12th November 2007 in connection with the above. The terms of your letter will be considered by our Association in its own right as the largest Association of fishermen in the UK and as also the largest constituent member of Scottish Fishermen's Federation. It is distinctly possible that there will not be a response to your by your deadline of 31st January 2008 as our Association in conjunction with other Associations in membership of SFF will be addressing (a) the decision taken by your Board on 1st November 2007 (b) your suggestions for implementation of that decision and (c) proposals for the future co-ordination/delivery of fisheries training in Scotland.

Once we have completed these discussions we shall advise you.

Yours faithfully

Registered in Scotland SC022672

Office Bearers: Mike Park - Chairman, Ian Gatt - Vice Chair, John Watt - Vice Chair. www.swfpa.org.uk

13 DEC 2007

Mr. John Rutherford,
Sea Fish Industry Authority,
18, Logie Mill,
Logie Green Road,
EDINBURGH,
EH7 4HS

North Western &
North Wales
Sea Fisheries
Committee



Pwyllgor
Pysgodfeydd Môr
Gogledd Orllewin
Lloegr a Gogledd
Cymru

Dear Mr Rutherford,

Members of this Committee have expressed their concerns regarding the proposed new arrangements for funding Group Training Associations by SEAFISH. They are not convinced the voucher system and the removal of core funding from SEAFISH to the GTA will be as effective as the existing system in ensuring that all fishermen go to sea with all the training they require to ensure maximum safety at all times.

Our Ref/Ein Cyf:

SMA/IVA/F.47

Your Ref/Eich Cyf:

11 December 2007

The Committee understands that the requirements for training may have declined in recent years and that EU funding under the FIFIG scheme has also ended, however, members are anxious that a reduction in the size and number of Group Training Associations, together with the implication that more funding may have to come from the industry, could reduce safety at sea.

The Committee would wish to stress the importance of training for Fishermen and request that SEAFISH ensure there is no loss in the quality of training provision under the new system.

Yours sincerely,

Dr STEPHEN ATKINS
Chief Executive

Lancaster University
Bailrigg, Lancaster LA1 4YY

Prifysgol Caerhirfryn
Bailrigg, Caerhirfryn LA1 4YY

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Chief Executive
Prif Weithredwr
STEPHEN ATKINS BSc, PhD

Inshore Fisheries Management
for S. Cumbria, Lancashire,
Blackpool, Sefton, Wirral,
Denbighshire, Flintshire, Conwy,
Gwynedd, Ynys Môn, Ceredigion

Welsh Federation of Fishermen's Associations

The Representative Voice for the Welsh Fishing Industry

John Rutherford
Chief Executive
Seafish Industry Authority
18 Logie Mill
Logie Green Road
Edinburgh
EH7 4HS

10 DEC 2007

30th November 2007

Dear John,

Thank you for your letter of 1st November 2007 with reference to Seafish future funding for training.

You will be aware that the Federation also received a similar missive from Simon Potten for which we are grateful.

You correctly state within your letter that concerns have been expressed regarding consultation and I would echo other responses that have pointed out that the consultation would appear not to be to determine whether the final proposals from your organisation are actually acceptable but only to consider their implementation. You also state that the Board have done their best to ensure maximum transparency. Openness and accountability are also prerequisites and I remain less than certain that those aspirations have been fully met within the process.

Addressing the core message within your communication, the view of this Federation is that the Seafish aim of moving to a system of providing support to individuals through a training, or 'voucher' subsidy, rather than maintaining support to established GTA's, set up specifically for the purpose, is less than helpful and will reduce, rather than enhance training opportunities, mandatory or otherwise, to fishermen in the future.

I am not equipped to provide comment on GTA's nationally but can speak with some knowledge on the performance of the Welsh organisation that has provided an excellent, robust and flexible service to fishermen within the Principality (and beyond) for some years.

I stress the word flexible because it is a major benefit that the GTA in Wales can and does offer, not least because they have chosen to do so, being so close to the industry and understanding its ways. This will undoubtedly not be the case in the event that fishermen are provided with a voucher scheme and they will quickly discover that no such flexibility exists in mainstream training. The GTA is entirely and rightly focussed on the

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Web: wffa.org.uk

provision of training services to the fishing industry with its particular requirements. Training organisations in the wider world deal with a range of training services, from fork lift driving to chainsaw operation and work almost exclusively with customers who are land based and whose working practices very largely allow them to be at home at recognised times and permit flexibility in terms of taking advantage of training courses. This differs markedly with fishermen whose working platform operates night and day, many miles out to sea and whose working times and practices, as well as their availability for training courses is almost entirely reliant on the weather. The GTA in Wales accepts these restrictions and has always sought to take these conditions into account wherever possible, even when they make planning and implementation more difficult for staff and trainers.

With some experience of multifaceted training providers, dealing primarily with land based occupations, it is almost certain in my humble opinion that they will never be able to match the focus and dedication towards fish related training that the GTA can and does provide, week in, week out.

In a similar vein, I am aware that the GTA in Wales (and I assume others) are actively engaged in developing bids under European Fisheries Funding in relation to both mandatory and non mandatory training for a plethora of courses including Care of the Catch, implementation of the Responsible Fishing Scheme and a range of safety and skills related courses. Not only do we give wholehearted support to these worthy initiatives but would also stress that in the event that GTA services are effectively replaced by the voucher system, this kind of proactive approach towards fishermen's training will undoubtedly disappear.

I also note that you give 'fewer UK fishermen, going to sea in more small boats' as a reason for the changes stated. I would refer you to my earlier comments regarding flexibility of service provision. This benefit provided by the GTA's is even more important for those fishermen within that category where they are more weather dependent than their colleagues on larger vessels and rely on snatching any available day to earn an income.

Equally, 'the ending of FIFG grant aid to support training and GTA costs' is irrelevant in that EFF support will be available, albeit delayed in 2008 and there are specific references within the EFF Regulation (EU 1198/2006) relating to safety matters and the necessity for support.

Even if we assume that the GTA's can garner sufficient financial support through the replacement subsidy system, I assume that there will be an overall reduction in their present income as well as a reduction in their ability to plan ahead on the basis of a stable funding stream and therefore an overall reduction in service provision for what appears to be no good reason.

Notwithstanding what may be construed by some to be perhaps more of a political, rather than a practical approach by Seafish in this instance, the real losers from this flawed process will be fishermen, individually and collectively.

I have said to you previously that it is not our role to interfere in corporate matters within Seafish but where it appears to us that the outcome of a decision will inevitably result in a

diminution of services and especially where said decision has the potential to reduce what you readily admit is your unique priority, the overall safety of fishermen, we must say so unequivocally.

I would therefore urge the Seafish Board to give serious consideration to reviewing their decisions in this matter, taking into account the responses that you have and will continue to receive and act accordingly.

Yours sincerely,

Jeremy Percy
Chief Executive

cc: Simon Potten
J. Williamson

National Federation of Fishmongers Ltd.

'PISCES', LONDON ROAD, FEERING, COLCHESTER, ESSEX, CO5 9ED
Telephone and Fax: (01376) 571391 www.fishmongersfederation.co.uk

Secretary: MRS HELEN E. LEFTWICH

Hon Treasurer: A. H. GIBSON

Registered No. 266491 England



Mr J A Rutherford
Chief Executive
Sea Fish Industry Authority
18, Logie Mill
Logie Green Road
EDINBURGH
EH7 4HS

06 DEC 2007

29 November 2007

Dear John,

SEAFISH FUTURE FUNDING FOR TRAINING

I write further to your letters to members of our Federation concerning the above matter and apologise for the delay in responding.

My immediate concern is that the decision to reduce funding for training support to a level of 10% shared between the retailers and fryers has been taken with no prior consultation with this sector of the industry. A sum of £45,000 after administration costs shared between the fryers and retailers is derisory and an obvious afterthought.

By withdrawing core funding for GTA's can there be any certainty that the facilities for co-ordinating and organising training will remain available and what standard of training will be offered? Will most of the funding go on policing the providers?

It is our opinion that funding through individuals being subsidised will not work. It will be very difficult to engage an individual if they first have to apply for funding, then book a course for which the funding outlined will not fully cover the costs, then not receive reimbursement of the subsidy until after the course. How will this encourage people from outside the industry to become retailers of fish?

Retail is the face of the industry to the consumer and a lack of training will only result in poor quality service, the outcome of which can only be fewer skills resulting in more fish being sold in packets.

Continued/.....

We see this decision as very short-sighted, resulting in fewer resources to educate and promote the health benefits to students and the general public. Training schools help to improve standards of skills for caterers and consumers alike as well as high standards of training for those working within the industry. They also have a knock on effect by increasing awareness and introducing newcomers to the prospects of working in the retail fish industry.

I look forward to receiving your comments in due course.

Yours sincerely,

A handwritten signature in black ink, appearing to read "K.G. Welch". The signature is fluid and cursive, with a long horizontal stroke at the end.

K G WELCH
PRESIDENT



Siding Ro
Fleetwo
Lancast
FY7 6
Tel 01253 7792

27 November 2007

Mr Simon Potten
Seafish Industry Authority
St Andrew's Dock
Hull
HU3 4QE

Dear Simon,

I have been instructed to write to you by the committee of the North West Seafish Industry Training Association to inform you that with regret the Association will be wound up within the next 6 months.

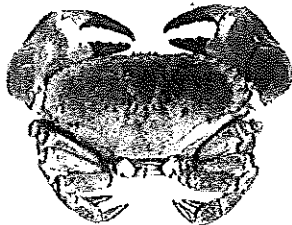
The significant changes in Seafish funding has made it impossible for us to continue for much longer.

We as a committee are disappointed that the voluntary efforts of people in the fishing industry working on your behalf to train people in the said industry, have been treated with such contempt.

Your sincerely

A handwritten signature in black ink that reads 'Cath'.

Cath Cardus
Secretary



Log an Consultation Response

South Devon & Channel Shellfishermen

Hon. Secretary: C. VENMORE, Leyburn, Torcross, Kingsbridge, S. Devon, TQ7 2TJ
Telephone & Fax: (01548) 580446

Mr Charles Howeson
Sea Fish Industry Authority
18 Logie Mill
Logie Green
Edinburgh EH7 4HS

Kittiwake
Bolberry Road
Inner Hope
Kingsbridge
Devon TQ7 3HT

27 NOV 2007

24th November 2007

Dear Mr Howeson

Future Funding For Training

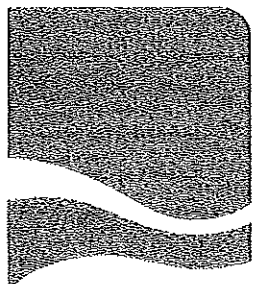
My Committee has expressed very serious reservations about Seafish's proposals to discontinue support for the GTAs and to direct your support through a voucher scheme for fishermen's training instead.

GTAs have helped all fishermen, many of them through their whole career - they know the fishermen, they know the industry, they understand our requirements, they have the expertise and to lose them would be a serious blow to fishermen's training and safety.

We feel sure that Chris Venmore (our Hon Sec) will have represented the views of fishermen to you and your Board. As he will now, as he explained, follow the Board's decision, I can only make representations directly to you as Chairman to ask you and your Board to re-consider your decision. Seafish is part of our industry, paid for by the industry and we feel its actions need to reflect the wishes of that industry.

Yours sincerely

David Morgan
Chairman



WESTERN TRAINING association

→ Crownhill Fort, Crownhill Fort Road, Plymouth, Devon PL6 5BX Tel: 01752 770589 Fax: 01752 774809 ←

Friday, 23 November 2007

Response to Seafish Board Decision and S Potten letter dated 12 November 2007: Phase out of GTA funding over the next two years.

Dear *John*

Following the recent Seafish Authority Board decision to enter into open market training provision as of 2010, we are led to believe that there is now a consultation process in progress that aims (we presume) to take account of the views of industry and training providers.

We are sure that many of the views expressed here will be similar or duplicated by others as the proposed changes have national implications, but that no lessens the importance of the comments herein but rather reinforces them.

Whilst recognising the Authority's duty to review and amend its funding and expenditure obligations, we feel it would be improper for this Association not to comment on some aspects of the process that we believe led to the Boards decision.

It is our view that an internal debate within the Authority that had far-reaching consequences, should have included proper debate with its main stakeholder (Group Training Associations) and this clearly did not happen. Indeed, it is our belief that members of the Working Group, by their refusal to enter into meaningful debate, was a result of restrictions placed upon them by the Authority's Executive. The decision NOT to include the Stakeholders in this debate can only be described as manipulative at best.

Members of the Executive have stated on record, that previous attempts at review and rationalisation of the Group Training Association network had become entangled in in-fighting and obstruction. This is again not true and misleading. The majority of Group Training Associations accept the need for change; however the method of "consultation" employed to achieve this was inappropriate and most ineffective in terms of result and cost. Irrespective of this, GTAs sought an effective compromise solution through engaging GTAs contractually with the Authority. A solution that would have rationalised and effectivised the network to the advantage of both parties and thereby the training recipient. It is our opinion the Authority Executive paid lip-service to the discussions and walked away from any further involvement.

It can only be surmised therefore whether the Executive influenced the Board regarding its vote on Training Provision through informed debate or by design.

Irrespective of the above, there are several aspects of the new training "Voucher system" that concern us.

1. The Seafish Authority Training Department, whilst vocal in its desired methodology of its proposed new operation, seems to have entirely missed the need to base such proposals on hard fact; viz a viz proper and independent Training Needs Analysis, Recipient feedback, Beneficiary request, Industry comment etc. Where are the external validation results that confirm this decision as right and proper and with strategic long-term merit? Where is the proof that GTAs have failed to deliver all that is required of them?

It seems that the accepted option by the Board (and the other options put forward for consideration) are based on no more than Departmental "ideas". A knee-jerk response to pressure to achieve a change in training budget redistribution from levy payers at the last quinquennial review. As we write the Voucher System implementation seems to be changing. Hardly a robust endorsement of a system that has or at least should have had a large amount of focus over time from the Authority's Training Department.

2. Further to expert advice and considered opinion, it should be noted that the provision of subsidy to individuals though any scheme funded from (in this case) levy taxation for the subsidy of any mandatory training, may breach the anti-competitive European legislation. Consequently I suggest that this issue is investigated with some urgency.

It is understood that Current "Core" and "Outcome" funding to Group Training Associations does not breach such legislation as this funding is provided for services rendered, namely the provision of office space, the promotion of Seafish generally and its training programmes etc.

3. The removal of "core" funding" and placing GTAs in the open and competitive market is generally considered (after our consultation) to be potentially harmful to the regional successful provision of training.

It is certain that GTA course provision cost will increase to negate the removal of "Core" funding and to operate more diversely in the proposed new "commercial" environment. It is likely that the short term resultant of this will be to reduce the actual monetary value of "Vouchers" and lead to an increase of costs to fishermen and trainees within other disciplines. A no win situation for the Authority, GTA and Beneficiary alike.

It is highly probable that training providers will (quite naturally) focus on delivery of training to acquire payments that are most easily achieved. This will leave "minority" training requirements marginalised that were previously addressed.

There is a distinct danger of a "feeding frenzy" of activity by providers to ensure that first come is first served from the training provision budget, leaving potentially long time-frames of low training provision activity, to the detriment of the fishing industry.

Why are GTAs being asked (from 2010) to "openly and competitively tender" with training bodies that are publicly funded? Perhaps this is a new definition of "open and competitive".

A critical and moot nexus to the Seafish proposal hinges upon several points, raised in Simon Potten's open letter dated 08 November 2007 under the heading of Why are we making these changes?

The issue of openness and transparency and thereby the need to dismantle current training provision funding mechanisms seems to be extremely weak. The funding from levy through the Authority to GTA has always been in the public domain and has been auditable, accountable and traceable though the training provider by requirements already in place between the Authority and GTA. Indeed the issue of transparency and openness could have protected the Authority's position still further had the Authority entered into contractual agreements with GTAs as was suggested by GTAs and refused by the Executive as an option.

The GTA network is widely thought of as a cost effective structure that delivers great benefit to the onshore and offshore fishing sectors by committed, professional and caring individuals that have in depth local knowledge of geographic and demographic subtleties respective to each GTA. They are widely respected by individuals, companies and associated organisations that wish to see the continuance of the GTA principle with a secure future, that continues to be able to provide and invest in fishing training provision. This statement is verifiable and attributable, but seem to be at odds with the Authority's view that the proposed changes are to ensure the continued availability of fisherman training (particularly mandatory safety training) throughout the UK.

This GTA accepts that it is (and quite rightly) the position of the Authority to administer and keep records of training, its funding, take up and new training development; however it is NOT for the Authority to assume that this somehow allows a quantum leap of faith to propose that a centrally driven "call centre" will provide a robust and effective training organisational service to the regions. For the reasons above we strongly suggest not.

How much funding is available?

Simon's information here is not clear. Is this including or excluding the proposed salaries of additional Seafish Training Advisers, and the associated on-costs? What is the actual internal costs for administering this support? What is therefore the net figure for provision?

Further to the above this GTA questions the recruitment of such Training Co-ordinators without a clear and publicised remit of operations and expected Outcomes and achievements. Something that does not presently seem to exist for Account Managers. GTA feedback informs us that industry does not feel that Account Managers are needed, give value for money, or bring anything new and that this money would be better spent in investing in GTA structure and training delivery. Will Seafish be repeating and compounding an error by this recruitment?

Proposed new arrangements:

We agree that the "industry" should encourage fishing as a proper and long term career. Accordingly we endorse the proposal that Sea Survival training for NEW Entrants should be wholly subsidised by the Authority, particularly because it is a prerequisite before commercially fishing. However we are uncomfortable that (aside from anti-competition issues) further subsidy is proposed thereon. Training is NOT just about skills and certificate requirements, mandatory or otherwise, it is about education and realignment of an industry towards the individuals within it taking responsibility for their own and others safety. Subsidy of mandatory training (if legal) is a double edged sword, whereby it becomes expected as a right and reduces involvement when unable to be delivered.

Vessels requesting accreditation under the responsible fishing scheme (re S Potten's letter previously referred) should have crews fully safety certified before such vessels are accredited. Support should not be given for such vessels or crews for mandatory courses.

In summary this GTA does not believe that the proposal accepted by the board and communicated by Simon Potten's letter is a proposal that is based in anything but political desire. We warn most loudly that a training network with a proven track record with years of expertise is a fragile entity and once gone is gone for good.

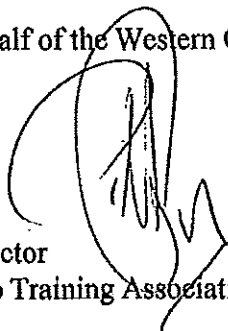
Many organisations would be proud to have such a training network funded by such a (relatively) small amount, and would continue to invest more in it rather than less to ensure its success and viability. GTA proposals have previously sought ways as mentioned to achieve this through rationalisation and contracting. Unfortunately the accepted Seafish Training Option as voted by the Board is in danger of going some way to achieving the opposite.

We therefore ask you to revisit this decision and ongoing debate most urgently and to question the rationale behind it.

Yours Sincerely

For and on behalf of the Western Group Training Association

Philip Davey
Executive Director
Western Group Training Association.

A handwritten signature in black ink, appearing to read 'Philip Davey', is written over the typed name and title. The signature is stylized and somewhat cursive.

SOUTHERN FISH INDUSTRY TRAINING ASSOCIATION LIMITED



Please reply to: Chairman

Mr. C. Howeson
Chairman
Sea Fish Industry Authority
18, Logie Mill
Logie Green Road
Edinburgh
EH7 4HS

22 November 2007

Dear Mr Howeson,

I feel it necessary to write to you regarding the proposals for the future funding of training outlined in John Rutherford's letter of 1 November and set out in greater detail by Simon Potten.

In general, the decision to effectively dismantle the GTA network is a high risk strategy for Seafish and the fishing industry and cannot be justified in terms of any of the arguments put forward or inferred in the correspondence. The reaction I have received from fishermen to the announcement in Fishing News is predominantly one of puzzlement, not helped by statements from Mr Rutherford such as "this decision will deliver training....directly to those being trained".

You will have received responses from other GTAs in the network and it is not my intention to go over the same ground at this stage. However I do have a major concern with the review process and in particular with the way in which the Seafish board has been briefed by the Seafish Executive in order to come to their latest conclusions.

I refer to the minutes of your September board meeting where Mr Whitehead made two statements to the board by way of clarifying the need for change as he perceives it.

In the first, he stated that the GTA network "is in place to co-ordinate training not to deliver training. In many instances the GTAs conduct the training themselves which can lead to a lack of transparency". This statement is completely untrue.

The GTA network began to evolve in 1981, with funding support from the then White Fish Authority. Training delivery equipment was provided throughout the eighties and our GTA was helped by a Seafish grant to buy our first trailer in order to take the training to the fishermen in-port. This assistance has continued as recently as 2001, when FIFG funding was used by Seafish to purchase multimedia projectors and laptops for use by the GTAs in delivering the FIFG funded safety courses.

Chairman: Mr R.K. Stride
Sunnyside, Waterditch Road,
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Tel/Fax: 01425 673034, Mobile: 07970 755753
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Secretary & Treasurer: Mrs S.B. Stride
Locksbridge, South Drive,
Ossemsley, New Milton. BH25 5TL
Tel/Fax: 01425 615058
e-mail: sstride@sfita.co.uk

I would also refer you to the GTA Operations Manual, which states that the aim of the GTAs is "to promote, develop and, where appropriate, deliver training and training opportunities to the sea fish industry".

In his second statement, Mr Whitehead made the point that "the MCA has criticised Seafish for weaknesses in the auditing of training delivery". This is true, but it is misleading to suggest that this has a bearing on the GTA network or the way in which it is funded. Rather it is a consequence of Mr Rutherford's staff cuts in Hull, which led to the disbanding of the team of four Regional Training Advisers. The loss of this valuable asset to Seafish Training has damaged the training team to the point where it seems barely able to carry out the department's basic duties.

It is not at all clear what led Mr Whitehead to make these incorrect and misleading briefings to the board. However, we do feel that, given his interest as a director of Improve Ltd, it would have been more appropriate for Mr Whitehead to have withheld from taking any part in the training review. I do think that the answers to these concerns should be sought at your next board meeting on 11th December.

It is my view that the most sensible way ahead for the network -- and the industry, is to take forward the previous (2006) proposal under which Seafish would contract with the GTAs in order to get the best out of the network in support of the industry. For reasons that were never shared with the GTAs, this proposal has been sidelined.

Finally, I would like to remind you that Seafish set up the GTA network in partnership with the fishing industry and much was done to promote a sense of ownership within the industry. Volunteer industry representatives have worked to develop it over the years to the point where today it is widely regarded to be serving the industry very well. Having embarked on that partnership approach all those years ago it would clearly be a disservice and a slight to the industry for Seafish to pull the rug out from under the feet of the network as this review decision threatens to do.

I look forward to hearing from you in due course. In the meantime we look forward to our meeting with Mr Whitehead to discuss the proposals for change contained in Simon Potten's letter. I hope we will have some constructive comments to make on this after our GTA management committee meeting on 10th December.

Yours sincerely,



Richard Stride
Chairman.

Copies to C. Venmore,
J. Rutherford
J. Whitehead

Chairman: Mr R.K. Stride
Sunnyside, Waterditch Road,
Bransgore, Christchurch, BH23 8JX
Tel/Fax: 01425 673034, Mobile: 07970 755753
e-mail: r.stride@btoopenworld.com

Secretary & Treasurer: Mrs S.B. Stride
Locksbridge, South Drive,
Ossemsley, New Milton. BH25 5TL
Tel/Fax: 01425 615058
e-mail: sstride@sfita.co.uk

SOUTH COAST FISHERMEN'S COUNCIL

**LOCKSBRIDGE
SOUTH DRIVE
OSSEMSLEY
NEW MILTON
BH25 5TL
TEL/FAX 01425 615058**

J. Rutherford Esq.,
Sea Fish Industry Authority,
18 Logie Mill,
Logie Green Road,
EDINBURGH
EH7 4 HS

22nd November, 2007

Dear John,

SEAFISH FUTURE FUNDING FOR TRAINING

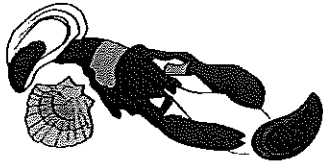
The Fishermen's Council covers an area from Lyme Regis to Langstone Harbour and fishermen's associations along the coast send representatives to its 8 meetings a year to discuss all matters relevant to the fishing industry. Alan Sandham attends most meetings and we circulate details of courses with our minutes. The Fishermen's Council set up the first training association in February 1981 which organised all training until the new Association was formed in 1992 to include the onshore sector.

The Council has instructed me to write to you and to Neil Parish MEP to voice their concerns at the plans to destroy a system that has served the industry so well for over 25 years. The main concern is safety at sea and reading your recent article in Fishing News fishermen were horrified to see that they may have to contact Seafish direct to enrol on courses and that the frequency and locations would be reduced. Currently local fishermen have a very good working relationship with Alan Sandham who arranges courses throughout the district on a regular basis - as and when needed. Sea Survival courses for instance are held at least once a month. Any reduction in this service will put lives at risk as it is imperative that a sea survival certificate is obtained before going to sea. Four courses a year and two in remote areas is totally unrealistic. In our area the GTA is very well supported and has a very close working relationship which would be lost if the proposed changes take place.

Yours sincerely,



Stella Stride – Secretary to South Coast Fishermen's Council
Copies to N. Parish MEP, C. Howeson Chairman SFIA, J. Whitehead SFIA



The Shellfish Association of Great Britain

Telephone: 0207 283 8305

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E-mail: SAGB@shellfish.org.uk

<http://www.shellfish.org.uk>

Fishmongers' Hall, London Bridge, London, EC4R 9EL

Director: Dr. P.C Hunt

21 November 2007

Mr John Rutherford
Sea Fish Industry Authority
18 Logie Mill, Logie Green Road
Edinburgh EH7 4HS

23 NOV 2007

Dear John

SEAFISH FUTURE FUNDING FOR TRAINING

Thank you for your letter of 1 November 2007. My response to the 'Seafish Three Year Plan' of 8 May 2007 (copy attached) made clear the views of this Association.

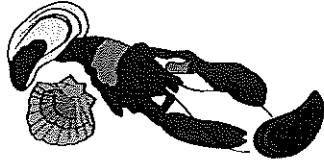
I did not wish to pursue this matter further but strong views from Members throughout England, Scotland and Wales make it my duty to respond. There is widespread feeling that the Seafish decision does not reflect the whole industry view and that the process has been neither consultative nor transparent. I found myself in an extremely embarrassing position when Mr Venmore declined to discuss training options with me such that I could not advise Members. Seafish should never forget that it represents and is wholly funded by industry.

My Members view is that the service offered by some/most Group Training Associations (GTAs) is outstanding in relation to the resources available to them. It is acknowledged that a few GTAs, particularly in areas of lower fishing activity, do not meet the required standards, and that rationalisation with possible consolidation is desirable. Such rationalisation would provide each region with a GTA one stop shop centre of excellence for all training requirements. The Industry training requirement is just too small to be subjected to competitive bidding and will result in dilution of competence. Comparative cost benefit analysis has no relevance to safety at sea and Seafish is urged to reconsider its decision.

Yours sincerely

Dr Peter Hunt
Director

cc. Mr Charles Howeson, Chairman, Sea Fish Industry Authority



The Shellfish Association of Great Britain

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E-mail: SAGB@shellfish.org.uk

<http://www.shellfish.org.uk>

Fishmongers' Hall, London Bridge, London, EC4R 9EL

Director: Dr. P.C Hunt

8 May 2007

Mr J Rutherford
Chief Executive
Sea Fish Industry Authority
18 Logie Mill
Logie Green Road
Edinburgh EH7 4HG

23 NOV 2007

Dear John

Seafish Three Year Plan

There can be no doubt that the Plan better reflects what industry believes Seafish should be doing.

Shellfish represents nearly 40% of British landings and I still feel that more resources should be allocated to this sector. Stocks are generally robust but exploitation is mostly small scale rural businesses which need greater assistance in meeting the challenges of demonstrating sustainability and optimum utilisation of the resource. The large scale processing and marketing sectors (retail and catering) have the resources to undertake their own marketing.

There is confusion as to the distribution of assistance to regional marketing bodies. Seafood Scotland is clearly doing very well and showing what can be achieved. Seafood Cornwall generates preferential FIFG/EFF funding and it is difficult to see why Sussex, Devon, Norfolk, Kent, Wales or indeed many other areas do not receive at least the same funding as Cornwall, and as Scotland? These bodies perhaps arose from past Seafish failings and although there is total sympathy to regional branding, the distribution of levy must be equitable.

The Industry fund is an excellent initiative. Care must be taken to ensure that the benefits are industry wide and not Company specific, and that work is not duplicated in different areas. Where common themes exist in requests eg water quality issues, squid development, processing opportunities, the projects should either be undertaken corporately by Seafish or delegated to a trade/industry body. The fund is currently restricted to £1 million per year and could be the optimum route for utilisation of all levy funds, minimising bureaucracy and central overhead costs. A target would perhaps be 50% of levy funds to industry projects within five years, thereby deflecting pressures for a significant reduction in levy rates.

Concerning training, the Group Training Associations need to be strengthened and diversified so that each region has a one stop shop centre of excellence for all training requirements, not just fishing safety but processing training including HACCP. Competition with other training opportunities is all very well but the industry is just too small to support this; Seafish should put all its eggs into the GTA's and make sure they work well.

The Seafish Three Year Plan has addressed many of the issues raised by the Shellfish Association of Great Britain at the last Review. With the above reservations, the SAGB is committed to supporting Seafish to achieve the Plan objectives.

Yours sincerely

Dr Peter Hunt
Director

Pauline Cox

From: Mike Berthet
Sent: 19 November 2007 09:54
To: Simon Potten
Subject: TRAINING

Dear Simon

Thank you for your letter of 12th November. I have read through your notes on why the changes are being made and the proposed new arrangements and I believe this to be a sound proposal and have no further comments to make at this stage.

Please keep me informed of any developments.

Very best regards
Mike Berthet
Group Fish and Seafood Director
M&J Seafoods

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Emails sent to and by our staff are monitored by Brakes for lawful business purposes including assessing compliance with Company policies and system performance.

Pauline Cox

From: Paul Bell [paul@bellservices.co.uk]
Sent: 18 November 2007 12:00
To: Simon Potten
Subject: GTA's, funding and other.

Hi Simon, trust you are keeping well

Just a brief email to confirm I received your letter regarding the future of GTA's and sector specific funding streams.

I will follow up this email with a more detailed response at a later date; as I mentioned at the previous meeting at Grimsby I am currently contracted to GIFHE and as such I must stress that any comments or suggestions made by me will be independent of GIFHE and should not be viewed with any association. It should be noted that I have declared a conflict of interest to key person at GIFHE.

However, and I think I did mention to you at the meeting my direct contractual obligations with the Institute will be discharged on or before the 31st December 2007; which is convoluted way of letting you know that in partnership with an existing development company we are launching a Training and Consultancy Division; an element of the new business will be the use of BIS Ltd to 'shop front' the delivery of seafood sector specific training etc.

I would like to garner your thoughts and opinions as to a suggestion made to the other board members of this new company, namely to apply to yourself to reintroduce the (YHP) GTA (*or similar*) as a brand incorporated within the portfolio of this new business venture. Whilst I am not suggesting legal incorporation, the situation would be able to provide a formal GTA regional point of contact supported by a robust management and administration infrastructure, also a facility for the distribution of Seafish training products could be easily integrated into such an operation.

Whilst at this juncture it is not felt appropriate to discuss in any detail this new venture, we would like to give you some insight into the scope and depth of this new company; it will be an independent business unit which is over-arched by a current company that is delivering distance learning, NVQ's, e-learning etc. at regional, national and International levels.

The new division which will be situated on the Humber North Bank, most likely Hull will add the dimension of further enhancing blended learning, and will have its own training room/s admin etc.

Hope I have wetted the Seafish appetite with the proceeding details; look forward to touching base again with you soon, I would appreciate a level of professional confidence regarding the points in this email

Best regards



Paul C. Bell M.C.M.I., Grad.I.O.S.H.,M.I.O.M.,M.S.F.H.T., Dip R.S.A.

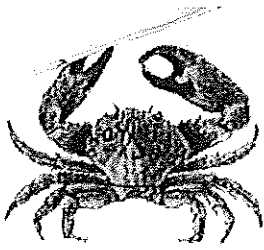
Bell Independent Services Limited

Office Tel: 02071 932617

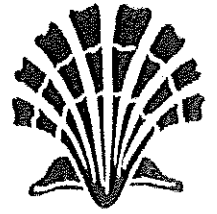
Mobile Tel: 07706 368730

email: paul@bellservices.co.uk

10/12/2007



MANX FISH PRODUCERS ORGANISATION LIMITED



The Heritage Centre · The Quay · Peel · Isle of Man IM5 1TA
Tel: 01624 842144 · Fax: 01624 844395 · Email: manx.fa@lineone.net

Simon Potten
Seafish
18 Logie Mill Road
Edinburgh
EH7 4HS

November 16th 2007.

Dear Simon,

Training Consultation

Thank you for your letter dated November 12th in which you have outlined the ways in which training might be co-ordinated in the future.

Even though the Isle of Man is not within the Seafish fold you will no doubt be aware that we coordinate our training in tandem with the Welsh GTA. This certainly works very well for us and I suspect that the Jim Williamson is happy enough with the arrangement for his organisation.

Though change is inevitable especially with the changing nature of the fleet, we feel that the GTAs still have an important role even if, as a last resort, it is only to give out information.

We have recently tried to find out information about marine courses outside the remit of Seafish and the information that we received has been confusing and varied depending on who we talk to. The information that we receive from the GTAs is, on the whole, concise and to the point. We feel that without the GTAS that a great deal will therefore be lost.

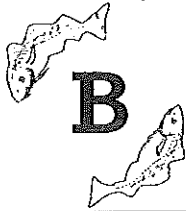
If you are to move away from these valuable bodies we would hope that what was left would be, at the very least, a more stream lined organisation that basically did the same as what the GTAs currently do.

Yours sincerely



Thomas Bryan-Brown

Registered No. 126 Isle of Man
Directors: G Comber (Chairman), M Moore, W. Caley, A. Ironside, D. Lecce, B. Home, R Quirk, A. Read



BILLINGSGATE SEAFOOD TRAINING SCHOOL

Office 28, Billingsgate Market, Trafalgar Way, London, E14 5ST
Tel: 020 - 7517 3548 Fax: 020 - 7517 3544

Charity Registration No. 1069809

Company Registration No. 3567811

Mr. C. Howeson
Chairman
Sea Fish Industry Authority
18, Logie Mill
Logie Green Road
Edinburgh
EH7 4HS

16 NOV 2007

15th November 2007

Dear Charles,

I feel it is necessary to write to you with regard to the letter sent out by John Rutherford informing all GTA co-ordinators and their Chairmen of the recent Board decision taken by Seafish to phase out the GTA funding over the next two years.

As you are probably aware the Greater London GTA was amalgamated into the Billingsgate Seafood training School a couple of years ago and now forms the training sub committee of the Seafood School. In this capacity our GTA co-ordinator has been able to identify the various areas of training need in the London area and the school has been well placed to deliver that training. This is an arrangement that works exceedingly well and has been very successful in not only delivering training needs but, has also resulted in several small businesses starting up as a result of attending courses.

The letter refers to extensive consultation with the GTA's and the need to use the Seafish training budget wisely to ensure the maximum benefit. However, I strongly object to the suggestion that the GTA's and/or the industry were consulted prior to this decision. In fact if anything the reverse is true.

In November 2006 there was a GTA conference in Edinburgh at which discussions took place regarding the training provision by the GTA's and the other services provided by the GTA's on behalf of Seafish. This was a useful exercise that sought to identify matters other than just training in which the GTA's were involved. Also at that meeting the idea of a contract between the GTA's and Seafish was floated. Following this conference a draft contract was prepared by Seafish and presented to a meeting of the steering committee of the GTA's. All concerned reviewed the draft

Training for a Healthy future



CORPORATION
OF LONDON

Corporation
of London



Fishmongers'
Company



Sir John Cass's
Foundation



London Fish
Merchants'
Association
(Billingsgate) Ltd.



CORPORATION
OF LONDON

Bridge House
Estates Trust Fund

contract and returned the same to Seafish for formal ratification, subject to certain amendments. The timescale involved in the consultation was exceedingly short as John Rutherford wanted to get it through the next Board meeting. However, not surprisingly it missed that Board meeting and it was then decided that it would be put back to a further date to be signed at some time during 2007. This was the last I heard of the contracts and unless I subsequently had been left out of the correspondence loop that was the last any other member of the steering group heard.

It then appears that John Rutherford had decided that Seafish no longer wanted to contract with the GTA's but wanted to disband them completely. This decision was taken without any further consultation with the industry, the levy payers or the GTA's. It is understood that various papers were prepared by the training division within Seafish and presented to the Board, but even these papers had not been discussed outside of Seafish. I then understand the Seafish Board Members were formally instructed not to discuss the matter with anyone outside of the Board. This process could hardly be described as transparent, and certainly not the extensive consultation with the very people who would be affected by this decision that could reasonably have been expected.

From a personal point of view it was understood that there was a degree of dissatisfaction with the performance of some of the GTA's within Seafish. With this in mind it would have come as no great surprise had there been a proposal to rationalise the GTA network making it more streamlined and in doing so more effective. Whilst this would have been a bitter pill to swallow for the GTA's that disappeared as a result of such rationalisation, the majority would have recognised the necessity of such a decision and were expecting something of this nature to be proposed.

The Board members who agreed to the complete dismantling of the GTA's would all seem to represent fairly large organisations that would by their very nature not necessarily be affected by this decision. However, most of the training work undertaken by the GTA's is often directed towards the SME's that require cost effective training and have not the resources or facilities to undertake it themselves.

As the Chairman of one of the most productive GTA's I can only express my disappointment at the decision in the strongest possible terms. However, what concerns me even more than this is the lack of consultation and transparency that Seafish exercised at officer and Board level whilst making this decision. This was an underhand decision that I believe Seafish will come to regret in the fullness of time. Through the GTA network, Seafish was for many years recognised as a NTO, a position they enjoyed until the new learning skills councils came into being. The elimination of the GTA's will further reduce the effectiveness of Seafish as a training body and will certainly diminish the standing and reputation it currently enjoys with the SME's, many of who represent the face of the industry to the public.

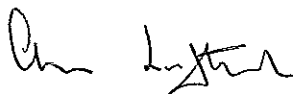
I have since had the opportunity to discuss this decision with some of the Board members who have indicated that they were influenced by the advisory group of

board members set up to review the situation with regard to training. However, when I have gone through the chain of events as outlined above and also pointed out that no consultation had taken place with the GTA's or industry prior to the decision being made they were quite taken aback. I would even go as far to say that they felt they had been misled.

I appreciate that the Board has made a decision on this issue but I see no reason why that decision cannot be overturned. I would therefore ask you to re-visit this matter and consult with those most affected by the decision before making the decision permanent.

I look forward to receiving your reply in due course.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'C.P. Leftwich', written in a cursive style.

C.P. Leftwich
Chairman of the Greater London GTA

IAN HELMRICH TD MCI H ENVIRONMENTAL HEALTH CONSULTANT

in Helmrich, 9 Elmfield Avenue, York YO31 9LX. Tel. 01904 426 130. Mob. 0771 99 20 999. E Mail. helmrich@btinternet.com


Simon Potten
Training and Accreditation Manager
Sea Fish Industry Authority
18 Logie Mill
Logie Green Road
Edinburgh. EH7 4HS

14 November 2007

Dear Simon

Thank you for your letter of 12 November asking my views on changes to the Seafish training strategy. I feel I have not worked with seafish sufficiently to be in a position to give you views which would be of value to you.

Yours sincerely,



Ian Helmrich

Pauline Cox

From: GTA West of Scotland
Sent: 13 November 2007 15:36
To: Simon Potten; Paul Williams; John Rutherford
Cc: GTA Distribution List
Subject: Seafish Future Funding for Training

Dear All,

It is my view that the proposed method of delivering training for fishermen is fatally flawed and will not work. Until 2000/2001 there was no GTA in this area of Scotland, although other areas were covered by GTA's meaning training was available. Very few fishermen in this area undertook training as it was not available locally unless the fishermen contacted a GTA from a neighbouring area and arranged it themselves. Even mandatory training had a very low uptake as can be verified by the MAIB report into the loss of the Solway Harvester with all her crew. Fishermen will not phone a freephone number in Hull where they would more than likely get an answerphone to speak to and arrange for vouchers to be exchanged for training. Fishermen like to speak to real people, preferably people they know, such as the GTA Training Managers they have spent years getting to know. Many of the phonecalls fishermen make to training managers are in the evening and they want to chat about various things before actually mentioning the training they require. If it is not to be an answerphone they speak to does this mean more salaries out of the training budget to provide telephonists? It already appears as if the equivalent of current core funding for one part time and five full time GTA's is to be spent on salaries for 'regional staff'. Why re-invent the wheel? The GTA network works and has done for many years, while there may be a case for some rationalisation of the network as was previously being discussed before Seafish suddenly went quiet, it appears foolish to make changes purely for changes sake. As everyone will no doubt be aware, I only recently started as training manager for WOSSTA but this does not mean I know little about GTA's or fishermen. I have been involved in fishing since 1975 and was one of a group of fishermen who campaigned for the establishment of a GTA in this area in the late 1990's because training was not available locally. I was a founder board member of WOSSTA and remained so until I resigned in August to take up this job. I would hate to see the return of the dark days when there was nobody locally to arrange and provide training. It is worth pointing out that every GTA in the UK is industry led and their boards consist of people who care about the industry and give freely of their time to ensure training for fishermen and processors is available locally in each area.

These are my personal views as the WOSSTA board has not met to discuss the proposals yet.

cheers,

Shaun McGuire

Training Manager, WOSSTA

Pauline Cox

From: Alan Coghill [Alan@orkney-fisheries.freeseve.co.uk]
Sent: 09 November 2007 12:35
To: John Rutherford
Cc: Bertie Armstrong; GTA Orkney; George MacRae (E-mail); GTA Anglo Scottish; Simon Potten; Paul Williams
Subject: RE
Importance: High

Dear John

From your uninformative letter of 1st November and a subsequent report on the Seafish Advisory Training Committee meeting it would appear that you have taken the decision to centralise fishermen's training. This ignores the unanimous views of the GTA's and the fisherman they represent and the old adage "if it ain't broke don't fix it" and will do nothing to address the current problems in the industry.

The idea of a centralised system with vouchers will only increase bureaucracy not reduce it and will move Seafish further away from the heart of the industry. It ignores the fact that the major part of the industry is in small boats located in small towns, villages and settlements round the UK and needs training tailored to their location and availability - they do not work a 9-5 day. To give an example our coordinator, Jeff Temple, provides training at short notice, at weekends and in the islands to meet our local industry's requirements and he is indicative of all the others and I know Lachie Paterson has even more demands on his time.

Your new proposal cannot replicate that provision and the need to refer to a central location is more likely to reduce the amount of training undertaken which is contrary to the efforts of the GTA's at present. The likelihood of a set fee offered to training providers is also likely to be unattractive to small colleges in the area where many fishermen are located and this too will drive down the training provision.

Overall, I must suggest you are out of touch with the realities of the catching sector and this will only drive a further wedge between industry and Seafish. Decisions such as this do nothing to further the image that Seafish is a listening, caring partner. The secretive nature of the method of the decision certainly does nothing to ensure transparency in these issues.

Yours sincerely

Alan

10/12/2007

Pauline Cox

From: Derek Duthie [spfa@btconnect.com]
Sent: 09 November 2007 14:18
To: Paul Williams
Cc: Simon Potten; David Lovie; Alex West; Michael Park
Subject: Seafish board decision on future funding for training

Dear Paul

The North East Fishermen's Training Association (NEFTA) board met yesterday and I reported to them what I knew of the decision taken by the Seafish board on future funding for training.

I can tell you that, based on the details released to date, my board has expressed serious reservations about the route Seafish has chosen to follow and there is real concern from experienced fishermen on the NEFTA board for the future of fishermen's training in the geographical area presently covered by NEFTA. The Seafish decision will undoubtedly have a destabilising influence on the entire GTA network and in the view of the NEFTA board, fishermen's lives may well be placed at risk if, as expected, fishermen do not take to the type of voucher system proposed.

Although several senior Seafish figures, including yourself, have expressed appreciation for the work of volunteers, such as the board of NEFTA, for the part they play in GTA's, there is no evidence of this in the decision that the Seafish board has made. The Seafish decision is viewed as nothing short of a "kick in the teeth" for NEFTA and I am personally disgusted with not only the decision but by the process by which it was reached. Whatever John Rutherford says in the Fishing News, industry was not properly consulted on these proposals and if you do not win industry support for them they will surely fail.

I would like to invite you to attend a special meeting of the NEFTA board on Thursday, 13 December at 9.30am at Banff & Buchan College to explain fully the Seafish decision. We will then be able to comment more fully on your proposals.

Yours sincerely

Derek Duthie
Chairman
North East Fishermen's Training Association Limited

Tel: 01346 510714
Fax: 01346 510614
E-mail: spfa@btconnect.com

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SCOTTISH FISHERMEN'S FEDERATION

24 Rubislaw Terrace · ABERDEEN · AB10 1XE

Telephone: 01224 646944 · Fax: 01224 647058

e-mail: sff@sff.co.uk

Website: www.sff.co.uk

Our Ref: BA/FL0/L07-092

9th November 2007

12 NOV 2007

John Rutherford
Chief Executive
18 Logie Mill
Logie Green Road
Edinburgh
EH7 4HS

Dear John,

Thank you for your letter of 1 November concerning Seafish future funding for training.

The Federation looks forward to receiving the detail of your proposals, however I must say that initial reaction from individual Associations has highlighted major concerns over the appropriateness of the schemes suggested.

Strong concerns remain within the Federation membership, that the process by which the Seafish decision was arrived at was deeply flawed and exclusive. I must make it clear at this juncture that the Federation will take the time necessary to consider fully the proposals and their implications before responding; training and its provision is viewed widely as an issue of crucial importance to the catching sector of the fishing industry.

*Your aye
Bertie*

BERTIE ARMSTRONG
CHIEF EXECUTIVE
SCOTTISH FISHERMEN'S FEDERATION

V.A.T Reg. No. 605 096 748

Members: Anglo Scottish Fishermen's Association · Clyde Fishermen's Association · Fishsalesmen's Association (Scotland) Limited · Mallaig & North-West Fishermen's Association · Orkney Fisheries Association · Scottish Pelagic Fishermen's Association Limited · The Scottish White Fish Producers Association Limited · Shetland Fishermen's Association

SOUTHERN FISH INDUSTRY TRAINING ASSOCIATION LIMITED



Please reply to: Secretary/Treasurer

J. A. Rutherford, Esq.,
Chief Executive,
Seafish Industry Authority
18 Logie Mill
Logie Green Road,
Edinburgh EH7 4HG

9 - NOV 2007

7th November 2007

Dear John,

SEAFISH FUTURE FUNDING FOR TRAINING

I refer to your letter of 1st November which was sent to Alan Lander who was our Chairman for 13 years. In September of this year at our AGM Mr. Richard Stride of Sunnyside, Waterditch, Bransgore, Dorset, BH23 8JX was elected Chairman. This was of course recorded in our minutes a copy of which was sent to Hull but regretfully you were not advised of the change. This change was not picked up for inclusion in the Seafish diary either. Richard who has been a Management Committee Member for over 10 years is an experienced skipper who has also worked in many other countries on fisheries projects.

The Management Committee hope to receive written information on how the direct subsidy will work so that they may properly consider the new proposals and then make helpful and constructive comments. We wish to give any ideas a fair hearing and are keen to engage change if it is of benefit to the industry. We are concerned that the indirect information that we have received appears very unhelpful and unlikely to be workable. The sooner we get substantive details the better we can comment.

We look forward to meeting John Whitehead to discuss matters.

Yours sincerely,

Stella Stride
Company Secretary

cc. PKJ
✓ SP

Copy to John Whitehead

Secretary & Treasurer: Mrs S.B. Stride
registered address: Locksbridge, South Drive,
Ossemsley, New Milton. BH25 5TL
Tel/Fax: 01425 615058
e-mail: sstride@sfita.co.uk

Training Co-ordinator: Mr A. Sandham
81 Old Farm Lane, Stubbington,
Fareham. PO14 2BY
Tel/Fax: 01329 311371 Mobile: 07802 647531
e-mail: asandham@sfita.co.uk



YOUNG'S SEAFOOD LIMITED

5th November 2007.

9 - NOV 2007

Mr J A Rutherford
Chief Executive
Sea Fish Industry Authority
18 Logie Mill
Logie Green Road
Edinburgh
EH7 4HS.

Dear John,

SEAFISH FUTURE FUNDING FOR TRAINING

Thank you for your recent letter outlining the future funding for training.

I have noted your proposal that future training support will be split approximately 60% to the catching sector, 30% to processors and 10% to retailers and fryers.

I am asking our HR Director, Ellen Cockburn, to co-ordinate the Young's Group response to your letter.

As a major stakeholder, we appreciate the opportunity to put forward our views on the direction of training within the seafood industry.

With kind regards.

Yours sincerely,

Wynne Griffiths
Chief Executive

Course	Cost	ITSG
Sea Survival		115.00
New entrant Health & Safety		115.00
Both of the above for new entrants		
Below dependant on external funding		
Fire fighting		115.00
First Aid		115.00
Safety Awareness		115.00
Short Range Radio		115.00
Refresher Training (to be reviewed annually)		
Enhanced Safety Training (Bridge watch, Engineering, stability, Risk assessment)		115.00 per day
Skippers Tickets		
<12m to be decided with new Seafish/MCA tickets		
Level 3 VQ	1000.00	1000.00
Level 4 VQ	4000.00	2000.00
Skipper Limited	4000.00	2000.00
Skipper Unlimited	c.500	250.00
No double funding in case of multiple funding partners.		