



**Regional Observer Programme**

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**OBSERVER CODE OF CONDUCT**

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**CODE OF CONDUCT FOR REGIONAL OBSERVER PROGRAMME OBSERVERS**

**1. PRIOR TO BOARDING**

- a) Observers shall always ensure that they arrive to board the vessel in a healthy condition, and are not in any way under the influence of any illegal substances or alcohol.
- b) Observers shall where practical arrive at least 4 hours before the advised schedule departure time.
- c) Observers shall not bring alcohol, betel nut or any illegal substances onto the vessel.
- d) Observer who are drunk or under the influence of any illegal drugs immediately before their boarding of a vessel can be prevented from making the boarding. (If an observer fails to meet his obligation by turning up drunk they can be refused boarding by the vessel master.)

**2. ON BOARDING A VESSEL**

- g) Observers shall, as soon as possible on boarding a vessel, present their identifications to the Master of the vessel and complete any formalities needed for joining the vessel. They will ensure that they understand the emergency procedures on board.

**3. CONDUCT ON BOARD VESSELS**

- a) Observers shall develop a diligent and professional working routine as soon as possible on boarding the vessel.
- b) Observers must maintain their independence at all times and must report any attempt to compromise or harass them. Observers shall not accept bribes in money or gifts of any kind for neglect of duty or any other act unfavorable to their proper duties.
- c) Observers shall ensure that they do not hinder or interfere with the proper functioning of the vessel for fishing or navigation purposes and shall respect the safety and sanitary rules of the ship.

- d) Observers shall attempt at all times to have a professional and courteous relationship with the Master and Crew and shall respect their private property and living space.
- e) Observers shall also endeavor to be clean and dress in an appropriate manner for the conditions of the working and or living space. Observers shall not enter into cabins or other areas of the vessel designated as clean areas in work clothes that are impregnated with fish remnants, blood and or other fish parts.
- f) Observer's personal hygiene shall be maintained and they shall bathe regularly and shall also wash their clothes frequently.
- g) Observers are not law enforcement officers, and will not give any directions or notices outside their observer responsibilities and authority to the Master, Captain and/or any member of the crew.
- h) Observers shall at all times while on board a vessel refrain from using bad language, exhibit bad behaviour and shall respect authentic customs of the crew and the flag of the vessel.
- i) Observers shall not have intimate relationships whilst on board the vessel.
- j) Observers should attempt to walk away from arguments or confrontations and should remain calm in all situations.
- k) Observers shall not drink alcohol, chew betel nut on board the vessel or smoke in areas where this is forbidden, and where or when requested not to smoke.
- l) Observers shall not use any vessel communication system for private or business use without permission by the Master of the Vessel. (all costs will be paid by the observer or provider by arrangement with the Master.)
- m) Observers shall comply with requirements established in the laws and regulations of the flag State which exercises jurisdiction over the vessel to which the observer is assigned.

#### **4. RESPECT FOR PROPERTY AND CONFIDENTIALITY OF INFORMATION**

- a) The observers will respect all vessel and private property and equipment on board the vessel, including documents, charts, logs and plans of the vessel.
- b) Observers shall not discuss fishing information, ship's position or vessel details over the radio unless specifically requested by an authorised "Fisheries Inspector" or other authorised Observer Coordinator/Manager or officers.
- c) Observers shall ensure that data and information collected whilst on board are kept secure and confidential at all times. The data will not be discussed with the Fishing Master, Captain or Crew while on board, and will only be discussed at the official de-briefing if requested by the Master.

#### **5. ON ARRIVAL IN PORT**

- a) Observers shall wait on board until the Captain or an Inspector gives them clearance to disembark

- b) Observers must respect any instructions from immigration, customs or quarantine officer when arriving in port.

## **6. ACTIONS**

- a) If the observer is reported by the vessel to be under the influence of drugs or alcohol prior to boarding and this is confirmed by the coordinator/agent, the observer could be liable for all costs associated with their travel and advances if they are unable to meet their obligations to board the vessel.
- b) Observers traveling to a vessel found to be misbehaving, drunk, or who are found to have failed to pay bills or have damaged accommodation or are responsible for any other matter that brings disrepute to the ROP, will have their contract terminated and may be asked to reimburse all costs involved in their travel.
- c) Observers on a return journey to their home port after a trip, misbehaving, drunk, or who are found to have failed to pay bills or have damaged accommodation and property and are responsible for any other matter that brings disrepute to the ROP. The observer will have their contract terminated and may be asked to reimburse all travel costs and will have any damage cost payments deducted from their termination salary.
- d) Depending on the circumstances, and after a thorough investigation, the observer if found to be the cause of the problem as reported may be suspended from duties for a minimum of 1 year for the first offence. If given another chance after the minimum period of disqualification is served and the code of conduct is breached a second time there is an automatic life disqualification from being an observer for any national or regional observer programme within the WCPFC area.