

OCCUPATIONAL HEALTH & SAFETY AT SEA POLICY GUIDELINES

**FIJI's SOCIAL POLICY GUIDELINES FOR FIJI FISHING INDUSTRY ASSOCIATION
PREPARED BY LRQA & CONSERVATION INTERNATIONAL**

A collaboration between Conservation International, LRQA and Fiji Fishing Industry Association.
Thank you to all those who provided input and feedback



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How to Use this Document

These Occupational Health & Safety at Sea Policy Guidelines (Guidelines) have been co-developed by Conservation International (CI) and LRQA in consultation with local governments, fishing industry partners, local civil society organisations and worker organisations.

These Guidelines provide a practical roadmap for all Fiji Fishing Industry Association (FFIA) to develop or strengthen policies that support compliance and advance social responsibility standards. They are part of a series of policy guidelines that address various human and labour rights issues. Collectively, these guidelines form a policy guidance that aims to:

- Support FFIA members to understand what human and labour rights are and why companies should safeguard human rights and implement remediation.
- Provide step-by-step guidance on how companies can manage and safeguard human rights in own operations and supply chains.
- Signpost tools and resources to support human rights safeguards.

Recognising that implementation will vary across organisations, these Guidelines have aligned recommendations with Fiji's national laws, regional frameworks and international conventions. It also incorporates indicators from the [Social Responsibility Assessment Tool for the Seafood Sector](#) to help organisations build awareness of fundamental human rights obligations and implement operational safeguards.

Scope

The policy guidance encompasses a wide range of labour practices, including recruitment, working conditions, wages, health and safety, and worker welfare. It covers every stage of the employment cycle, from hiring to repatriation, supporting FFIA members' compliance and alignment with local law and international standards.

Specifically, it covers the following Social Improvement Areas which were deduced from the implementation of the 2023 Social Responsibility Assessment (SRA) of the Fiji Fishing Industry Longline Fleet, and the subsequent ground truthing workshop with industry, government, and local civil society organisations.

- Occupational Health and Safety (OHS) at Sea;
- Forced Labour;
- Child Labour;
- Employment Contracts;
- Corporate Responsibility and Transparency; and
- Freedom of Association and Collective Bargaining.

Applicability

These Guidelines provide a blueprint for fishing companies at all stages in developing their approach to human rights. It is framed around the **Minimum**, **Good** or **Best** practices fishing companies and vessel owners can implement. The framework below will help companies evaluate the current maturity level of your approach to human rights, and what steps you need to take to improve your management systems.

	Framework Definition	Maturity Level of Human Rights Approach
Minimum	If the policies and procedures in this category are implemented, this will reflect minimum compliance with Fiji national legislation, regional frameworks, and SRA performance indicators.	<ul style="list-style-type: none"> You are in the early stages of developing your approach to human rights. You have made some commitments as a company and have basic policies and procedures in place, most of which are focused on your own operations. Policies exist but little detail is provided on operational processes, governance, worker training and communication. There is no process to monitor adherence to ensure compliance.
Good	If the policies and procedures in this category are implemented, this will reflect compliance with Fiji national legislation, regional frameworks, and SRA performance indicators, as well as efforts to go above and beyond minimum compliance.	<ul style="list-style-type: none"> You are committed to human rights, understand what your risks and priorities are for your own operations and your supply chains. You invest in resources to prevent and reduce those risks. Your workers have received training but there is a limited/weak process to ensure compliance.
Best	If the policies and procedures in this category are implemented, this will reflect compliance to Fiji national legislation, regional frameworks, and SRA performance indicators, as well as reflecting a best practice approach to managing and addressing human rights topics.	<ul style="list-style-type: none"> Your human rights approach is led by your board and/or executive management. You are making progress in preventing, reducing and remedying risks in your own operations and your supply chains. Your workers have received effective training and there is a robust process to ensure compliance.

1. What occupational health and safety (OHS) at sea?

Occupational health and safety (OHS) refers to the process for the prevention of work-related injuries and diseases, as well as the protection and promotion of the health of *workers*. This right to a safe and healthy *workplace* is recognised by the International Labour Organisation (ILO) as a fundamental right at work.¹ At workplace level, a well-implemented OHS policy and management system is vital for realising a safe and healthy workplace. Establishing a robust OHS system is part of building a robust health and safety culture, and should be core part of any responsible business.

2. Why is it important?

Fishing – particularly distant water fishing – can be a high-risk occupation.² Fishers may be faced with long shifts, difficult on-board living conditions, dangerous weather, heavy machinery, slick surfaces, and limited access to medical facilities and emergency support. These risks can be compounded by poor health and safety management systems or training, which can reduce fishers' preparedness in the event of safety or health emergencies at sea. Older or smaller vessels may also lack safety equipment or infrastructure – which can further increase risk. Migrant fishers can also face greater challenges due to language barriers, which hinder their ability to communicate needs in relation to religious and cultural practices or report issues.

At regulatory level, fishing vessels are excluded from many maritime safety standards that protect seafarers, such as the International Convention for the Safety of Life at Sea (SOLAS) and the International Convention on Load Lines (1966), further contributing to the vulnerability of fishers.³ Although there have been efforts to address these regulatory gaps – such as the ILO's Work in Fishing Convention (No.188), along with various regional frameworks – fishers are often faced with occupational health and safety risks at sea due to the hazardous nature of fishery work and persistent gaps in the ratification and enforcement of these international standards.

3. What are the compliance requirements?

International organisations – including the ILO, International Maritime Organisation (IMO), and Food and Agriculture Organisation (FAO) – have identified four key instruments that support safe, decent work in fishing:

- [ILO Work in Fishing Convention \(No. 188\)](#), 2007: Sets the basic standards for decent work in the fishing industry and protections for fishers.
- [IMO Cape Town Agreement](#), 2012 (not yet in force): Outlines fishing vessel standards and other regulations for the safety of crews and observers.
- [IMO Convention on Standards of Training, Certification, and Watchkeeping for Fishing Vessel Personnel \(STCW-F\)](#), 1995: Sets certification and minimum training requirements for crews of seagoing fishing vessels to promote the safety of life at sea and the protection of the marine environment.

¹ See [The Fundamental Conventions on Occupational Health and safety](#) and [A safe and healthy working environment is a fundamental principle and right at work](#).

² See [Fishing among the most dangerous of all professions, says ILO](#), ILO.

³ See [Decent Work at Sea - RISE](#).

- [FAO Agreement on Port State Measures to Prevent, Deter, and Eliminate Illegal, Unreported, and Unregulated Fishing \(Port State Measures Agreement, or PSMA\)](#), 2009: Prevents, deters, and eliminates IUU fishing by preventing vessels engaged in IUU fishing from using ports and landing their catches.

In addition to international regulatory frameworks, regional initiatives also set out conditions related to safe, decent work at sea for fishers. The Pacific Islands Forum Fisheries Agency's (FFA) [Harmonised Minimum Terms and Conditions](#) (HMTCs) and the Western and Central Pacific Fisheries Commission's (WCPFC) [Conservation and Management Measures](#) (CMMs) provide that vessel owners and operators have a responsibility of providing safe working environment, decent and habitable accommodation, adequate food and water, as well as on-board OHS training to fishers. Fiji's participation in these regional initiatives evidences its commitment to supporting adequate safety and decent work measures for fishers at sea.

At national level, Fiji's Offshore Fishing Crew Policy (2025-2028) reinforces that vessel owners and operators should ensure the safe operations and decent and habitable accommodation on board fishing vessels. Under the national policy, employers are accountable for and have a duty to organise occupational health and safety for fishers.

4. Practical Steps: What do you need to do?

This section outlines the **Minimum**, **Good** and **Best** practices for safeguarding and promoting occupational Health and safety at sea. See **Appendix I** for the international conventions and guidelines, regional and national frameworks relating to the Minimum practices, and **Appendix II** for additional tools and resources to adopt these practices in your own policies and procedures.

4.1 OHS Management System

	<u>MINIMUM</u>	<u>GOOD</u> In addition to MINIMUM	<u>BEST</u> In addition to GOOD
Policy Commitment	<p>M1 Establish a written Occupational Health and Safety Policy to protect and promote fishers' <i>health</i>, safety and welfare at sea. Your policy should at a minimum:</p> <ul style="list-style-type: none"> • Comply with applicable Fiji national laws and regional frameworks to which Fiji is legally bound. • Be endorsed by the board and/or senior management. • Be embedded into an OHS management system (see M2 for 	-	<p>Regularly review and update your OHS Policy at least annually or as risks emerge and evolve in your operations, supply chain and other business relationships.</p> <ul style="list-style-type: none"> • Assign oversight and responsibility to your Board and/or relevant senior management. • Collaborate with safety officers on board fishing vessels (e.g., captains, designated safety officer, etc.) to review your OHS policy. • Incorporate your OHS policy into employment contracts and

	MINIMUM	GOOD In addition to MINIMUM	BEST In addition to GOOD
	<p>more information on minimum recommendations).</p> <ul style="list-style-type: none"> • Be available in relevant fisher languages and displayed on board fishing vessels. • Commit to protecting the health and safety of fishers from work-related injuries, illness, diseases and <i>incidents</i> (see Section 4.2 for more information on practical implementation guidance on board vessels). • Commit to ensuring fishers and their representatives are consulted and encouraged to participate actively in the design and implementation of your OHS management system. • Commit to continually improving your OHS performance. 		<p>supplier agreements to ensure enforceability.</p> <ul style="list-style-type: none"> • Reflect the updates in your OHS Policy requirements in fisher employment contracts, as well as existing and new business contracts with vessel owners and/or operators. • Engage fishers and/or their representatives in reviewing and implementing your OHS Policy (see M5 for more details on engaging fishers on OHS topics).
Hazard identification & risk management	<p>M2 Establish a preventive OHS risk management system to fulfil your policy commitments. The system should at a minimum:</p> <ul style="list-style-type: none"> • Define clear OHS targets and key performance indicators (such as Lost Time Injury, Injury with Disability, Injury with No Disability, etc.). • Assign responsibility to relevant departments and staff for operation risk control. Areas of operational risk control should at a minimum cover safety equipment 	<p>For vessel of 24 metres in length and over, vessel owners and/or operators are encouraged to implement the following good practices.</p> <p>Written OHS risk management procedures are in place.</p> <ul style="list-style-type: none"> • Assign oversight and responsibility to relevant senior management. • Establish separate on-board procedures for <i>small vessels</i> and <i>large vessels</i>. Provide progressive implementation for small vessels in accordance with the ILO C188 Work in Fishing Convention. 	<p>Written OHS risk management procedures are in place and well implemented.</p> <ul style="list-style-type: none"> • Consider the specific hazards and risks on board the fishing vessel concerned. • Consider the needs and expectations of fishers and other relevant stakeholders concerned. • Map all hazards relevant to your operations and identify the fishers and stakeholder groups at risk to each hazard. • Review and update the findings of the risk assessments at least annually or as risks emerge and

	MINIMUM	GOOD In addition to MINIMUM	BEST In addition to GOOD
	<p>maintenance, training, incident investigation and response (including corrective action plans), and performance reporting.</p> <ul style="list-style-type: none"> • Conduct baseline risk assessments to identify workplace <i>risks</i> and <i>hazards</i>. • Assess the identified risks and prioritise the most significant risks for action. Preventive measures should be implemented in the order of priority, from elimination, control, to minimisation of the hazard/risk. • Establish onboard procedures based on baseline risk assessment results (see Section 4.2 for the minimum recommendations for onboard procedures). 	<ul style="list-style-type: none"> • Conduct periodic drills for fishers and relevant staff, such as first aid responders. 	<p>evolve in your operations, supply chain and other business relationships.</p> <ul style="list-style-type: none"> • Regularly engage with all fishers in identifying hazards, assessing risks, developing preventive measures and taking actions to address them. • Consult fishers and OHS committees in risk assessments (see M5 for the minimum recommendations for worker participation).
Incident investigation & response	<p>M3 Establish written procedures for OHS incident investigation and response. The process should at a minimum:</p> <ul style="list-style-type: none"> • Have a clear process of reporting the incident internally and to the competent authority. • Report the incident immediately or as soon as practicable within 24 hours. • Assign competent staff or department to investigate and handle OHS related incidents. • Initiate investigation within 24-48 hours of the incidents being reported. 	<p>Written OHS incident investigation and response procedures are in place.</p> <ul style="list-style-type: none"> • Share results and findings from OHS incidents and near-misses with internal stakeholders to build trust and accountability. 	<p>Written OHS incident investigation and response procedures are in place and well-implemented.</p> <ul style="list-style-type: none"> • Investigate the root causes of any work-related health and safety <i>incidents</i>. • Review any hazards identified in safety inspections on vessels or onshore workplace. • Review and update your OHS risk assessments based on the results of accident and near-miss investigations. • Publicly report results and findings from OHS incidents and near-

	MINIMUM	GOOD In addition to MINIMUM	BEST In addition to GOOD
	<ul style="list-style-type: none"> Develop corrective action plans resulting from the investigation to prevent the repetition of similar <i>incidents</i>. Document all <i>incidents</i>, any deficiencies of the OHS management system identified, and the actions taken to address them. Communicate the results of all investigations to affected fishers, senior management and other relevant stakeholders. 		misses to build trust and accountability.
Track implementation	<p>M4 Develop a process to monitor, measure and record OHS performance. The process should at a minimum:</p> <ul style="list-style-type: none"> Monitor performance of defined OHS targets and key performance indicators. Allocate responsibility and accountability at different levels, from operational to senior management levels. Maintain records of your performance against OHS indicators. Document any improvement action plans (including preventive and corrective action plans) taken in response to the results. 	-	<p>Use implementation results to guide the continuous improvement of your OHS management system.</p> <ul style="list-style-type: none"> Conduct unannounced internal or third party audits to evaluate OHS compliance and performance. See Appendix II for relevant evaluation tools. Regularly review and update the selected OHS targets and indicators based on the hazards and risks identified. Include both active and reactive monitoring and not based only upon work-related OHS incidents. Offer an anonymous mechanism (e.g., hotline, survey, suggestion box, etc.) for fishers to report OHS performance concerns. Monitor the achievement of specific improvement plans,

	<u>MINIMUM</u>	GOOD In addition to MINIMUM	BEST In addition to GOOD
			<p>established performance criteria and objectives.</p> <ul style="list-style-type: none"> Incorporate lessons learnt from OHS incidents and near-misses into ongoing training.
Worker participation	<p>M5 Give adequate information and training to fishers and their representatives on your OHS procedures.</p> <ul style="list-style-type: none"> Allow fishers and their representatives to participate actively in the planning, implementation, evaluation and preventive and corrective actions of your OHS management system. Provide fishers with onboard safety training and instructions, including on the proper use of personal protective equipment (PPE), including life jackets, in a language fishers understand. Use visual signage or multilingual tools to support low-literacy workers (see Appendix III for relevant tools). Inform fishers of the assigned personnel to seek support from in the event of an occupational health and safety <i>incident</i> at sea. 	Provide fishers with regular refresher training on your OHS procedures.	<p>Ensure that fishers and their representatives are consulted, informed and trained on all aspects of OHS.</p> <ul style="list-style-type: none"> Establish a functioning OHS committee or other formal worker consultation channels to regularly discuss the implementation of OHS measures. Ensure balanced representation from fishers and management in the OHS committee or channels. Ensure balanced representation of fishers that reflects the demographic diversity of the overall workforce, including gender and nationality, etc. Hold regular meetings dedicated to OHS topics. Based on your risk assessments, identify training needs associated with your OHS risks and provide ongoing training to relevant staff and fishers as necessary. Conduct periodic worker surveys or feedback mechanisms to identify gaps in training or risk perception.
Health promotion	M6	Provide regular health promotion and awareness education for workers.	Implement Employee Wellness Programs that provide or facilitate access to health care and related resources to all workers.

	MINIMUM	GOOD In addition to MINIMUM	BEST In addition to GOOD
	<p>Prohibit discrimination related to any health-related information, including HIV status and substance use challenges.</p> <p>See Section 4.1 Responsible recruitment guidelines, Forced Labour Policy Guidelines for additional details.</p>	<ul style="list-style-type: none"> • Provide regular health education on substance abuse, HIV prevention, mental health and safe practices. See Appendix II for relevant tools. • Ensure that health education programs are culturally relevant and gender sensitive. • Facilitate peer-led health promotion campaigns. Select workers as peer educators to reach and support colleagues. 	<ul style="list-style-type: none"> • Partner with certified health providers to provide voluntary, confidential HIV testing and counselling services. • Provide or facilitate access to treatment and care services, such as antiretroviral therapy, addiction rehabilitation programs, and mental health counselling. • Partner with community health services, NGOs, and public health programs to extend support beyond the workplace. • Involve workers in establishing health initiatives, such as wellness committees, support groups and physical activity programs.

4.2 Implementation Guidance On Board Vessels

This section provides practical guidance of how to establish and implement effective operational OHS risk management procedures on board fishing vessels. The recommendations below are intended to complement, not replace, those for an organisational OHS management system outlined in the previous section.

	MINIMUM	GOOD In addition to MINIMUM	BEST In addition to GOOD
Emergency preparedness and response	<p>M7 Emergency planning</p> <p>Establish and maintain emergency prevention, preparedness and response arrangements appropriate to the size and number of fishers on board vessels. The measures should at a minimum:</p> <ul style="list-style-type: none"> • Ensure the provision, maintenance and replacement of adequate and functional personal protective equipment (PPE), including life 		<p>Cooperate with external emergency services and other bodies to provide emergency prevention, preparedness and response arrangements.</p>

	<p>jackets, to every fisher free of charge.</p> <ul style="list-style-type: none"> • Ensure that all vessels are equipped with adequate and functional floatation devices, life rafts and fire-fighting equipment. • Conduct periodic vessel inspections or monitoring programs to verify safety and living conditions on board vessels. • Maintain records of vessel inspections, and any actions taken to address any deficiencies identified. • Identify and clearly label workplace risks and risk areas in the workplace in a language or sign fishers understand. • Provide assigned personnel with sufficient and suitable guidance or training materials on how to evaluate and manage the identified risks to health and safety on board vessels. 		
	<p>M8 Protection in case of work-related sickness, injuries and other incidents In the event of work-related sickness or injury, provide fishers with access to appropriate medical care and the corresponding compensation in accordance with Fiji national laws.</p> <ul style="list-style-type: none"> • Provide all fishers – including Fiji nationals and foreign migrant workers – with full insurance coverage that protects them from work-related sickness and injuries with or without disability 	-	Keep records of medical incidents for audit and remediation purposes.

	<p>throughout the duration of the contract.</p> <ul style="list-style-type: none"> • Require vessel operators to show proof of insurance to fishers. • Prior to their first voyage on a vessel, provide every fisher with on-board safety training and instructions, including on the proper use of personal protective equipment (PPE), including life jackets, in a language fishers understand. • Provide medical care to fishers free of charge, without exception to pre-existing conditions or mental health issues. 		
	<p>M9 Protection in case of work-related death</p> <p>In the event of work-related death, provide fishers’ families the corresponding compensation in accordance with Fiji national laws.</p> <ul style="list-style-type: none"> • Provide all fishers – including Fiji nationals and foreign migrant workers – with insurance that covers death compensation throughout the duration of the contract. • Notify the competent authority and inform the fishers’ next of kin immediately or as soon as practicable within 24 hours. • Ensure that the body is well preserved for the purpose of an autopsy and investigation. 	-	<p>Ensure a timely, dignified and culturally appropriate repatriation of remains.</p> <ul style="list-style-type: none"> • Coordinate with the fisher’s next of kin to support culturally appropriate funerals or memorial arrangements where possible.

	<ul style="list-style-type: none"> Involve the Fiji competent authority and cooperate fully in official investigations. 		
Access to basic services	<p>M10 Accommodation Ensure that accommodation on board fishing vessels is decent and habitable.</p> <p>For ALL vessels, the accommodation on board should at a minimum:</p> <ul style="list-style-type: none"> Be provided to fishers at no costs to them. Be in a clean, decent and habitable condition, and in a good state of repair. Have adequate fire prevention, air ventilation, noise and vibration mitigation, heating, cooling, and lighting, in line with Fiji national laws. Have appropriate sleeping quarters which are with adequate space, comfort and privacy, ensuring that both men and women have access to separate or suitably private sleeping areas. Have appropriate sanitary facilities which are hygienic, with appropriate privacy, and in a proper state of repair. Have supply of sufficient hot and cold water. Meet basic hygiene and sanitation standards to prevent disease transmission, including compliance with COVID-19 or other health protocols (such as the WHO 	-	Regularly engage with fishers and their representatives to discuss improvements for living conditions on board vessels.

	<p>International Health Regulations 2005).</p> <p>For vessels of 24 metres in length and over, the accommodation on board should at a minimum comply with Annex III of the ILO C188 Work in Fishing Convention.</p>		
	<p>M11 Food and water Ensure that the food and water carried and served on board are sufficient in quantity and quality, and provided at no costs to fishers. See M12 for emergency provisions including foodborne illness response.</p> <ul style="list-style-type: none"> • Stock enough food and water for the length of the voyage plus emergency rations. • Provide food that is fresh, properly preserved (such as canned, vacuum-sealed, frozen, etc.), appropriate to the crew's health, nutrition, religious requirements and cultural practices. • Provide amenities and appliances for food handling, such as gloves, utensils, hand sanitisers, to avoid contamination. • Provide adequate potable water or facilities to boil water. <p>Ensure that food is stored under proper temperature control and in hygienic conditions.</p> <ul style="list-style-type: none"> • Use clean, food-grade containers for food storage on board. • Label food with date of receipt and expiry date. Follow a "First In, 	<p>Improve infrastructure on board vessels to improve the quality of food and water served.</p> <ul style="list-style-type: none"> • Install onboard water treatment facilities such as desalinators or water purifiers. 	<p>Establish a monitoring system to ensure the consistent implementation of your onboard procedures.</p> <ul style="list-style-type: none"> • Conduct periodic checks on food and water storage areas for cleanliness and hygiene. • Conduct routine checks for food safety and water potability parameters, such as taste, odour, pH, chloride, etc. • Document and maintain logs of food inventory and water provision. • Engage fishers and/or their representatives to discuss feedback and improvement for food and water provided on board.

	<p>First Out" (FIFO) rotation for consumption.</p> <ul style="list-style-type: none"> • Store raw and cooked food separately to prevent cross contamination. • Ensure that refrigerated items and frozen food are stored under proper temperature control. • Keep dry food in dry and well-ventilated conditions. • Train the cook or other relevant persons on basic food hygiene, storage and handling principles. <p>Ensure that potable water is stored properly within clean and sanitary conditions.</p> <ul style="list-style-type: none"> • Use clean, rust-free, sealed and corrosion-resistant tanks for water storage on board. • Use dedicated hoses for drinking water only to avoid cross-connections between drinking water and non-potable systems. 		
<p>Medical care and response</p>	<p>M12 Medical examination</p> <p>Ensure all fishers on board vessels have a valid medical certificate attesting to their fitness to perform their duties. The medical examination should at a minimum:</p> <ul style="list-style-type: none"> • Be provided at no costs to the fishers. • Do not include testing for pregnancy, HIV or other conditions that are irrelevant to a fisher's fitness to perform their duties. 	<p>Establish a process to support fishers in obtaining a valid medical certificate and accessing follow-up care.</p> <ul style="list-style-type: none"> • Coordinate medical exams through local clinics approved by competent authorities. • Reimburse travel costs to and from the medical exams. • Ensure workers have access to appropriate follow-up care and specialist referral if found unfit during a medical exam. 	<p>Ensure all fishers on board vessels – regardless of size and duration of voyage – have a valid medical certificate attesting to their fitness to perform their duties that meet the aforementioned criteria for large vessels making long trips.</p>

	<p>For <i>large vessels</i> making <i>long trips</i>, the medical certificate should at a minimum:</p> <ul style="list-style-type: none"> • State the hearing and sight of the fisher concerned are satisfactory for the fisher's duties on the vessel. • Confirm the fisher is not suffering from any medical condition likely to be aggravated by service at sea, to render the fisher unfit for such service, or to endanger the safety or health of other persons on board. • Be valid for a maximum of 2 years for fishers above the age of 18. • Be valid for a maximum of 1 year for fishers under the age of 18. 		
	<p>M13 Medical care and response Ensure that all fishing vessels have adequate medical supplies and first aid responders on board.</p> <ul style="list-style-type: none"> • Equip all fishing vessels with medical supplies, appropriate to the number of fishers on board, the area of operation and the length of the voyage. • Ensure that at least one fisher on board is qualified or trained in first aid and other forms of medical care. • Provide instructions or other information of the medical supplies in a language and format understood by the first aid responder or fishers. • Carry a radio or satellite communication equipment with 		<p>Establish a monitoring system to ensure appropriate medical supplies and response capacity on board vessels.</p> <ul style="list-style-type: none"> • Maintain and regularly inspect the medical supplies carried on board. • Carry on board a medical guide adopted or approved the competent authority, or the latest edition of the International Medical Guide for Ships. <p>Ensure that a back-up medical care system is in place in the case where the primary responder is injured or incapacitated.</p> <ul style="list-style-type: none"> • Ensure that at least two fishers on board are qualified or trained in first aid and other forms of medical care. • Establish a documented procedures outlining who assumes

	<p>persons or services ashore that can provide medical advice, and a list of radio or satellite stations through which medical advice can be obtained.</p> <ul style="list-style-type: none"> • Provide access to telepsychiatry services on board. <p>Ensure that all fishing vessels have appropriate capacity to adequately respond to medical incidents and emergencies.</p> <ul style="list-style-type: none"> • Develop and distribute step-by-step procedures for first response to injuries, illnesses, and mental health emergencies. • Set up basic quarantine and infection control protocols for transmissible diseases, such as COVID-19 and the flu. • Implement a medical triage based on established clinical guidelines. See Appendix III for relevant tools for handling medical triage remotely in low-bandwidth environments. • Maintain a confidential medical log to record any work-related injuries, illnesses, and treatment administered. 		<p>responsibility if the primary responder is incapacitated. These should include chain-of-command and communication protocols.</p> <p>Provide access to tele-psych services and resources on board vessels.</p> <ul style="list-style-type: none"> • Employ reliable access to TeleMedical Assistance Services (TMAS) or shore-based medical experts that include psychological first aid or counselling for guidance during emergencies. • Offer anonymous helplines for mental health concerns.
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Appendix I: References for Minimum Requirements

4.1 OHS Management System

	Minimum
Policy commitment	<p>M1</p> <ul style="list-style-type: none"> • Fiji Employment Relations Act 2007 • Fiji Maritime Transport Act 2013 and relevant regulations • Fiji Offshore Fishing Crew Policy (2025-2028) • Conservation and Management Measures ('CMMs'), Western and Central Pacific Fisheries Commission • Harmonised Minimum Terms and Conditions ('HMTCs'), Pacific Islands Forum Fisheries Agency • ILO C188 Work in Fishing Convention, 2007 (No. 188) • SRA Performance Indicator 1.1.8 Occupational Safety S6, S10
Hazard identification & risk management	<p>M2 – M6</p> <p>The Fiji Offshore Fishing Crew Policy (2025-2028) requires that vessel owners and operators should ensure the safe operations of a vessel by implementing preventive measures for occupational accidents, diseases, and other work-related risks on board fishing vessels. These minimum recommendations reflect the key components of a functioning OHS management system that fulfils the national Policy's requirements.</p>
Incident investigation & response	
Track implementation	
Worker participation	
Health promotion	

4.2 Implementation Guidance On Board Vessels

	Minimum
Emergency preparedness and response	<p>M7 Emergency planning</p> <ul style="list-style-type: none"> • Fiji Offshore Fishing Crew Policy (2025-2028) • ILO C188 Work in Fishing Convention, 2007 (No. 188) • SRA Performance Indicator 1.1.8 Occupational Safety S4 – S5 <p>M8 Protection in case of work-related sickness or injury</p>

	<ul style="list-style-type: none"> • Fiji Offshore Fishing Crew Policy (2025-2028) • Conservation and Management Measures ('CMMs'), Western and Central Pacific Fisheries Commission • Harmonised Minimum Terms and Conditions ('HMTCs'), Pacific Islands Forum Fisheries Agency • ILO C188 Work in Fishing Convention, 2007 (No. 188) <p>M9 Protection in case of work-related death</p> <ul style="list-style-type: none"> • Fiji Offshore Fishing Crew Policy (2025-2028) • Conservation and Management Measures ('CMMs'), Western and Central Pacific Fisheries Commission • Harmonised Minimum Terms and Conditions ('HMTCs'), Pacific Islands Forum Fisheries Agency • ILO C188 Work in Fishing Convention, 2007 (No. 188)
Access to basic services	<p>M10 Accommodation</p> <ul style="list-style-type: none"> • Fiji Offshore Fishing Crew Policy (2025-2028) • Conservation and Management Measures ('CMMs'), Western and Central Pacific Fisheries Commission • Harmonised Minimum Terms and Conditions ('HMTCs'), Pacific Islands Forum Fisheries Agency • ILO C188 Work in Fishing Convention, 2007 (No. 188) • SRA Performance Indicator 1.1.7 Access to basic services for worker housing/live-aboard vessels S2 – S4; S7 – S10 <p>M11 Food and water</p> <ul style="list-style-type: none"> • Conservation and Management Measures ('CMMs'), Western and Central Pacific Fisheries Commission • Harmonised Minimum Terms and Conditions ('HMTCs'), Pacific Islands Forum Fisheries Agency • ILO C188 Work in Fishing Convention, 2007 (No. 188) • SRA Performance Indicator 1.1.7 Access to basic services for worker housing/live-aboard vessels S5
Medical care and response	<p>M12 Medical examination</p> <ul style="list-style-type: none"> • ILO C188 Work in Fishing Convention, 2007 (No. 188) • SRA Performance Indicator 1.1.9 Medical response S4 <p>M13 Medical care</p> <ul style="list-style-type: none"> • ILO C188 Work in Fishing Convention, 2007 (No. 188) • SRA Performance Indicator 1.1.9 Medical response S2 – S3

Appendix II: Tools and Templates

Normative sources

Fiji national laws and policies	<ul style="list-style-type: none"> Fiji Maritime Transport Act 2013 Fiji Employment Relations Act 2007 Fiji Offshore Fishing Crew Policy (2025-2028)
Regional frameworks	<ul style="list-style-type: none"> Conservation and Management Measures (CMMs), Western and Central Pacific Fisheries Commission Harmonised Minimum Terms and Conditions (HMTCs), Pacific Islands Forum Fisheries Agency
International Conventions, protocols and recommendations	<ul style="list-style-type: none"> ILO C155 Occupational Health and safety Convention, 1981 (No. 155) ILO C187 Promotional Framework for Occupational Health and safety Convention, 2006 (No.187) ILO C188 Work in Fishing Convention, 2007 (No. 188) ILO R199 Work in Fishing Recommendation, 2007 (No. 199) IMO International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel (STCW-F), 1995

OHS Management System

	Tools	Templates
Policy Commitment	<ul style="list-style-type: none"> Annex P: Practical Guide to Implement Good Health & Safety Practices, Code of Conduct & Auditable Standards: Tuna Handbook, Seafood Task Force (2020) <p><i>The following resources require a fee to access:</i></p> <ul style="list-style-type: none"> Code of Safety for Fishermen and Fishing Vessels, 2005: Part A – Health and safety Practices for Skippers and Crews, International Maritime Organisation 	<ul style="list-style-type: none"> Decent Working Conditions Policy Statement, FAIR Fish project, Plan International Thailand
Hazard identification & risk management	<ul style="list-style-type: none"> Safety and health training manual for the commercial fishing industry in Thailand, ILO 	<ul style="list-style-type: none"> Checklist for carrying out your own safety and health risk assessment on your fishing vessel, Safety and health training manual for the commercial fishing industry in Thailand, ILO
Incident investigation & response	-	-
Track implementation	-	<ul style="list-style-type: none"> Annex 3: Examples of survey checklist, Implementation Guidelines on Part B of the Code, the Voluntary

		<p>Guidelines and the Safety Recommendations, International Maritime Organisation (IMO)</p> <ul style="list-style-type: none"> Annex 4: Example of an inspection checklist, Implementation Guidelines on Part B of the Code, the Voluntary Guidelines and the Safety Recommendations, International Maritime Organisation (IMO) Annex 8: Systematic Shipboard Occupational Health And Safety Evaluation, Guidelines on the Basic Elements of a Shipboard Occupational Health and Safety Programme, International Maritime Organisation (IMO)
Worker participation		<ul style="list-style-type: none"> Annex XXIV – Guidance on safety training in emergency procedures, Safety Recommendations for Decked Fishing Vessels of Less than 12 metres in Length and Undecked Fishing Vessels, International Labour Organisation Annex XXXIII – Guidance on basic per-sea safety training, Safety Recommendations for Decked Fishing Vessels of Less than 12 metres in Length and Undecked Fishing Vessels, International Labour Organisation
Health promotion	<ul style="list-style-type: none"> Managing HIV/AIDS in the workplace: Employers handbook for action, International Labour Organisation An ILO code of practice on HIV/AIDS and the world of work, International Labour Organisation 	<ul style="list-style-type: none"> Think AIDS poster, UN Office on Drugs and Crime

Implementation Guidance On Board Vessels

	Tools	Templates
Emergency preparedness and response	<ul style="list-style-type: none"> Safety Recommendations for Decked Fishing Vessels of Less than 12 metres in Length and Undecked Fishing Vessels, International Labour Organisation Course: Rules of the road at sea for small-scale fishers, UN Food and Agriculture Organisation (FAO) elearning Academy Safe Housekeeping and Sanitation Practices, Occupational Safety and Health Administration (OSHA), U.S. Department of Labour <p><i>The following resources require a fee to access:</i></p>	<ul style="list-style-type: none"> Safety Awareness posters designed for small-scale fishers, FISH safety foundation Annex XXI – Guidance on the requirements for life-saving equipment, Safety Recommendations for Decked Fishing Vessels of Less than 12 metres in Length and Undecked Fishing Vessels, International Labour Organisation

	<ul style="list-style-type: none"> • International Medical Guide for Seafarers and Fishers (First Edition), International Chamber of Shipping 	
Access to basic services	<ul style="list-style-type: none"> • Annex III Fishing vessel accommodation, ILO C188 Work in Fishing Convention, 2007 (No. 188) • Guidelines for food safety on board merchant ships and fishing vessels, International Seafarers' Welfare and Assistance Network (ISWAN) 	-
Medical care and response	<ul style="list-style-type: none"> • International Medical Guide for Ships (3rd edition), World Health Organisation • Integrated management of adolescent and adult illness (IMAI) district clinician manual: Hospital care for adolescents and adults, World Health Organisation <p><i>The following resources require a fee to access:</i></p> <ul style="list-style-type: none"> • International Medical Guide for Seafarers and Fishers, First Edition, International Chamber of Shipping 	-

Appendix III: Glossary

Term	Definition	Source
Fisher	Every person employed or engaged in any capacity or carrying out an occupation on board any fishing vessel, including persons working on board who are paid on the basis of a share of the catch but excluding pilots, naval personnel, other persons in the permanent service of a government, shore-based persons carrying out work aboard a fishing vessel and fisheries observers.	ILO C188 Work in Fishing Convention, 2007 (No. 188)
Hazard	The inherent potential to cause injury or damage to people's health.	ILO Guidelines on occupational health and safety management systems (ILO-OHS 2001)
Health	In relation to work, it indicates not merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.	ILO C155 Occupational Health and safety Convention, 1981 (No. 155)
Incident	An unsafe occurrence arising out of or in the course of work where no personal injury is caused.	ILO Guidelines on occupational health and safety management systems (ILO-OHS 2001)
Large vessels	Vessels equal to, or greater than 24 metres in length.	Social Responsibility Assessment Tool for the Seafood Sector
Long trips	Trips at sea for more than three days.	Social Responsibility Assessment Tool for the Seafood Sector
Occupational health and safety	The discipline dealing with the prevention of work-related injuries and diseases, as well as the protection and promotion of the health of workers.	Occupational Health and safety , ILO Research Guides
Risk	A combination of the likelihood of an occurrence of a hazardous event and the severity of injury or damage to the health of people caused by this event.	ILO Guidelines on occupational health and safety management systems (ILO-OHS 2001)
Small vessels	Vessels under 24 metres in length.	Social Responsibility Assessment Tool for the Seafood Sector
Workers	All employed persons.	ILO C155 Occupational Health and safety Convention, 1981 (No. 155)
Workplace	All places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer.	ILO C155 Occupational Health and safety Convention, 1981 (No. 155)