



Seafood Profile

Employment Nelson-Tasman

Introduction

The Seafood sector is the largest industry employer in the Nelson/Tasman region. Nelson has the largest fishing port in Australasia, with over 100 fishing vessels. Positions are available on deep-sea fishing vessels, inshore fishing vessels, factory trawlers, onshore processing plants, in aquaculture, retail and marketing.

Employment in the Industry

- ◆ There has been a shift from on-shore processing to on-vessel processing, meaning longer fishing voyages, with up to seven weeks off shore.
- ◆ Positions are available on deep-sea fishing vessels, inshore fishing vessels, factory trawlers, onshore processing plants, in aquaculture, retail and marketing. These areas of work employed 3300 people in the year 2000.
- ◆ Aquaculture farms are based in Golden Bay, Tasman Bay, and the Marlborough Sounds. A multi million dollar expansion is planned for marine farming in Tasman and Golden Bays which is expected to create up to 700 new jobs in the next five years, particularly in mussel processing and farming.
- ◆ The new fishing quota initiatives have created opportunities for Nelson to develop its management and scientific research activities in support of its fisheries and seafood operators.
- ◆ The Seafood Industry offers a diverse range of employment opportunities including offshore fishing and processing, (which includes engineers and research) onshore processing, aquaculture production, and research.
- ◆ A lot of the work is seasonal, but can lead to permanent employment. It is a very progressive industry, with a wide variety of opportunities.
- ◆ The seafood industry is in need of trainees and young people. Women are encouraged to become fishers.
- ◆ The work is relatively hard and you generally work long hours every day (and night) while at sea. There are also long periods of free time.
- ◆ Most people share a cabin.
- ◆ In most cases you can't be just a deckhand, most people have to help with fish handling and processing as well.
- ◆ Generally once you are at sea you have to stay for the whole trip (unless there is a medical emergency). Some vessels are at sea for six weeks or more at a time.

What Employers are Looking For

- ◆ Offshore fishing and processing requires a disciplined attitude and ability to get on with others in close quarters. Processing work requires high standards of hygiene and attention to detail. Being able to work as part of a team is critical.
- ◆ A good attitude is important and employers would like to see your school reports. Good behaviour and respect for authority are important personal attributes.
- ◆ A lot of the work is seasonal, but can lead to permanent employment. It is a very progressive industry, with a wide variety of opportunities.
- ◆ School qualifications in science, accounting, technology and engineering are preferred.

Current Skill Shortages

- ◆ There is currently a shortage of fish filleters and trimmers.
- ◆ Fishing deckhands are also in short supply, especially on Freezer Trawlers.

SEAFOOD Employment Categories

Job Title Wage/Salary Rate	No Employ	Job Description	Training
Finfish Trawling \$26,000 up to \$100,000pa	1000	Catching Fish on a trawling ship	Training on the job (seven weeks on and seven weeks off) and relevant courses
Line Fishing (long lining) There is wide variety in pay rates	120	Catching fish on a ship using the long line method.	Training on the job (six weeks on and six weeks off or two trips on and one trip off) and relevant courses
Aquaculture \$40,000 to \$80,000pa	100	Growing/processing shellfish	On the job training
Seafood Processing \$21,000 + pa	1650	Processing fish or seafood	On the job training
General Hand \$26,600-\$40,000pa		Cleaning, grading, packing	On the job training
Trimming/Packing \$27-\$40,000pa		Trimming and packing fish	On the job training
Shellfish Processor \$19,000 + pa		Processing shellfish	On the job training and the ability to follow directions
Mussel Opener Varies under contract rates. \$20-\$25,000pa		Repetitive work, requires product knowledge, concentration and speed	On the job training
Filleter \$35-\$45,000 pa		Filleting fish, precision work	On the job training
Packers, Graders \$19-\$25,000pa		Ensure quality, safety and hygiene standards	On the job training
Freezer Hands \$19,000 + pa		Supply lines with goods, clear lines, containers and pallets	On the job training
Drystore \$19,000 + pa		Keeps records and maintains stores	On the job training and ability to keep accurate records
Cleaners \$19,000 + pa		Various cleaning roles	On the job training and chemical awareness
Laundry, Amenities \$19,000 + pa		Various laundry and other tasks	On the job training Must be organised
Stevedoring and Port Operators \$50 to \$60,000pa	160	Load and unload vessels, supply provisions	On the job training Heavy machinery licences useful
Maintenance Worker \$19,000 + pa		Welding design, preventative maintenance	Appropriate training and qualifications
Fish Wholesaling Pay varies considerably	40	Sell fish to business/retailer	Knowledge of fish and sales ability
Scientific Research \$40,000 to \$85,000 + pa	145	Marine biologist studies plants and animals that live in salt water	Appropriate training chemist, marine technician, fresh-water scientists

PROFILE OF A FREEZER TRAWLER TOTAL STAFF OF 40

Job Title /Wages	No Employ	Job Description	Training
Captain \$100,000 + pa	1	To ensure the smooth running of the vessel – fishing and processing	Prior training as 1 st Mate
First Mate \$80 000 + pa	1	Assists the Skipper in the smooth running of the vessel	Prior training as 2 nd Mate
Second Mate \$65,000 + pa	1	Vessel Factory Manager (also works factory)	Start as factory hands then move up the ranks. On the job training and various courses
Officers \$56 000 + pa	4	Factory Manager, Factory Supervisors, Bosun	Train as a factory hand then progress
Quality Control \$45-\$50,000 year	1	To ensure product meets specification	Seafood Industry Training Organisation (SITO) and on the job training
Marine Engineers \$53,000 to \$120,000	4	Maintain and operate engines and mechanical equipment on vessels	First work as a trainee then complete a National Certificate in Maintenance & Diagnostics, engineering training or an engineering/marine engineering cadetship
Factory Hands \$26-\$45,000 pa	16	Processing products to specification – two shifts of 6 hours on and 6 hours off	On the job training and various qualifications
Deck Hands \$26,600-\$40,000pa	8	When not on deck they are in the factory processing	On the job training from the factory and various qualifications
Galley Staff from \$30,000 + pa	2	Cook and galleyhand to ensure crew are well fed	On the job training and various qualifications
Fishmeal Operators from \$15,000 + pa	2	Turn meal into fertiliser or oil, used for fuel, cosmetics or fish products	On the job training

Some Training Pathways to Employment

- ◆ The minimum age for a fishing vessel is 16 years, and passing a medical exam (or Fit & Proper Person Certificate) if under 18 years. (This costs about \$120.00).
- ◆ Progressive companies employ school leavers, offering further in house training, sponsorship for outside training and possible advancement within the industry itself. Sponsorship is now available to encourage Maori students into fishing careers.
- ◆ **Westport Deep Sea Fishing School** offers a comprehensive 20 week training course. www.deepsea.co.nz.
- ◆ NZ School Fisheries **Masters Tickets – Deep Sea Fishing Vessel** 12-14 weeks **NZ Offshore Masters** 13 weeks pre entry requirements apply.
- ◆ **NMIT** offers a variety of introductory courses as well as further training to upgrade tickets. Entry requirements vary.
- ◆ Maritime Safety Authority. www.msa.govt.nz.
- ◆ Seafood Industry Training Organisation, www.sito.co.nz.
- ◆ Sealord Group, PO Box 11, Nelson. Ph – 03 5483069. www.sealord.co.nz.

Some Major Employers

- ◆ Sealord Group Limited
- ◆ Sealord Shellfish Limited
- ◆ NZ King Salmon Limited
- ◆ Talleys Fisheries