

HUMAN RESOURCES

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INTRODUCTION

Human resources are the most important element in your organisation. The knowledge, skills and attitude of your staff will together result in the professionalism, effectiveness and efficiency of your organisation.

CORE JOBS MCS

- Management and Administrators
- Fisheries Inspector/Officer
- At sea Observers
- Data Collectors
- Intelligence/Informants

MANAGEMENT AND ADMINISTRATORS

- Management and administration
- Requires good education and specialized training (fisheries management, public administration, etc.)
- Should be civil servants

FISHERIES INSPECTOR/OFFICER

- For port, sea, landing, factory and market inspections. Surveillance and planning and administrative work
- Requires high school education and specialized training (fisheries law, management, etc.)
- Should be a career structure junior/senior
- Should be civil servants-law enforcement

AT SEA OBSERVERS

- Observe compliance and carry out sampling at sea
- Requires basic to high school education and some specialized training (fisheries law, data collection, etc.)
- Should be a career structure junior/senior
- Could be contract workers

DATA COLLECTORS

- Observe compliance and carry out sampling on shore (landing sites, factories, markets)
- Requires basic education and some short specialized training (fisheries law, data collection, etc.)
- Career structure a possibility
- Could be contract workers

INTELLIGENCE/INFORMANTS

- Observe compliance and carry out sampling at sea and at landing sites
- Requires minimal education, fishing ability and limited specialized training?
- Career structure??
- Should be contract workers?

SUPPORT JOBS MCS

- Ships Officers and Crew
- Pilots and Air Crew
- Technical Support Staff (to maintain equipment, IT, etc.)
- Staff for Clerical tasks, Data Processing, Logistics etc.

SHIPS OFFICERS AND CREW

- Operation of patrol vessels
- Requires specialized education and experience in maritime subjects (related to the size of the vessel)
- Career structure part of the job
- Could be contracted personnel

PILOTS AND AIR CREW

- Operation and maintenance of patrol planes
- Requires specialized education
- Career structure part of the job
- Could be contracted personnel

TECHNICAL SUPPORT STAFF

- Maintenance of equipment and IT solutions
- Requires specialized education
- Career structure required
- Could be contracted personnel

CLERKS, DATA PROCESSING STAFF, LOGISTICS STAFF, ETC.

- Processing of information
- Requires basic education
- Career structure required
- Could be contracted personnel (performance contract)

IMPORTANT INPUTS

- Clear employment situation
- Career prospects
- Suitable salary and benefits
- Visibility e.g. uniform and ID
- Equipment
- Training
- Supervision and feedback
- Updated information

IMPORTANT OUTPUTS

- Quality performance
- Loyalty
- Commitment
- Professionalism