

## 2. PROPOSAL FOR INCREASED REMUNERATION OF OBSERVERS

### 2.1 BACKGROUND

When the scheme was established in 1998 the observers were paid a daily honorarium of NOK 1,200 regardless of being on a vessel or on land. In addition, meals, accommodation, travel and agreed incurred expenses were covered by NAMMCO. The honorarium was flat regardless of where the observation took place and more importantly, the nationality of the observer.

When planning the 2008 season, it became apparent that the remuneration was not sufficient to attract observers from all member countries. For some candidates, the honorarium was less than their wages so unless they worked for NAMMCO during holidays, they would lose money.

The FAC consequently reviewed the economic aspects of the Scheme. It was agreed to distinguish between land based and at sea observations setting the latter honorarium at a higher level to reflect the different working conditions.

The final decision on remuneration was based on a comparison of salary levels for field workers and national fisheries inspectors in NAMMCO member countries. The comparison showed a significant variation from approx. NOK 2,400 to NOK 1,200 when at sea. The Council endorsed the FAC recommendations that:

- As a general principle NAMMCO, being an international organisation, should remunerate observers at least at the same level as the maximum level in member countries.
- The rates would be NOK 2,400 when at sea for longer periods and NOK 1,800 when land based. The salary levels were flat rates and reflected that the observer is expected to work long and odd hours daily without any overtime payment.
- A continuation of existing rules for per diem and expenses.
- Up to NOK 2,300 as reimbursement to cover necessary work clothing.

### 2.2 RECOMMENDATION TO COUNCIL

In connection with the training course for observer candidates held in 2020 it became apparent that NAMMCO again was in a situation that the remuneration, having been smaller since 2008, needed revisiting to ensure the availability of observer candidates from all member countries.

The CO considered the situation taking into consideration the agreement carried out in 2008 and the 2020 levels for national inspectors in member countries. The CO's recommendation is that the rates be adjusted for the Norwegian inflation rate going back to 2008 (the year when the rates were last adjusted). The new recommended rates are:

- NOK 3,000 per day at sea
- NOK 2,275 per day on land
- NOK 2,900 as a lumpsum for working clothes

### 2.3 FINANCIAL IMPLICATIONS

The CO was asked to clarify the financial implications of the recommended increases. The answer to this question is simply that any effort measured in days of a given assignment will be more costly corresponding to the increased salary rate per day multiplied by number of days. The increase per day are NOK 600 at sea and NOK 475 on land. The extent of the increased cost will depend on number of observers and contract time.

As an example, only taking salary level into account for 1 observer contracted for 3 weeks:

Current level: 21 days times NOK 2,400 = NOK 50,400

New recommended level: 21 days times NOK 3,000 = NOK 63,000