

# THE SCOOP

# MOWI®



## Mowi Safety Week

**We recently concluded Mowi Safety Week – a global initiative which saw lots happening in Scotland. Stephen O’Neill, Head of Health and Safety for Farming and Consumer Products UK, shared his highlights.**

Stephen said: “It was a good week and I think we got the balance right. The week was full of information such as our new global health and safety policy, which was published on Monday, as well as lots of interactive tools to allow all staff to really think about health and safety.

“We had a video, which featured some familiar faces from Scotland like Billy Glen and John Mustard. The video took a different approach, with colleagues relating their personal experiences at work to our four Brainsafe principles: Be Safe, Be Aware, Be Responsible and Be vocal. The point all week was to get everybody to think about health and safety at work but also at home. That’s why we had quizzes, a competition to submit videos and presentations explaining why health and safety was important to that individual and even a colouring competition for children in the wider Mowi family.”

### New health and safety policy

Speaking about the policy, Anne Lorgen Riise, Chief HR Officer, explained Mowi’s vision and commitment: “We believe that the health and safety of employees, their families, our communities, and other stakeholders such as our customers, contractors and visitors are essential to guarantee a meaningful life, and produce healthy and safe food for our customers. To that end, we are

committed to providing and maintaining a healthy and safe working environment for all employees, and other stakeholders. We believe that all incidents can be prevented if work is properly planned, risks are assessed and controlled, and continuous improvement efforts are discussed, reviewed and implemented.”

### Life Saving Rules

A key part of the global initiatives to improve understanding around health and safety procedures for specific scenarios was the development of Mowi’s Life Saving Rules. A series of graphics accompanied by short instructions have been developed for multiple scenarios that staff will face. Appearing on posters across all sites, staff can easily remind themselves of procedures for everything from driving to mechanical lifting to avoiding cuts.

### Knife safety

New procedures to avoid cuts is something that the team at Rosyth in Consumer Products UK has been especially active in developing, and one example is featured in the global health and safety video.

A new fillet machine has been installed to reduce the number of trimmers on the line. Cut resistant gloves are now worn by all staff required to handle knives. There

are dedicated knife trainers in the business as well as a specific knife room where the knives are locked away, sharpened correctly and safely stored. Knife cages are also used to safely transport the knives to operators on the line.

We are delighted to reveal the winning posters from the art competition where children from the broader Mowi family came up with very creative ideas on the theme of health and safety. The winning posters were: ‘Sid the Safety Salmon’ and ‘Be Safe at Work’ from Farming (joint winners) and then ‘Masking for a Friend’ from CPUK. The winners will receive a prize and there will be a gift for everyone that entered. A selection of the entries can be viewed on the [Mowi Scotland Facebook](#) page. Well done everyone!



Knife cages at Rosyth

# “The impact of the environment team on our business is profound”

These are the words of our COO, Ben Hadfield, who spoke to The Scoop along with Statutory Compliance Manager, Dave Young. Both men began their careers at Mowi with the environment team and have recently celebrated their 20 year anniversaries – congratulations! They are as passionate now as they were then about the importance of developing increased knowledge and understanding of the marine environment to educate society about aquaculture.

## The team today

Today the environment team has 12 full time members of staff compared to just four when Ben and Dave started. The team is highly skilled, as Ben explains: “We have some seriously intelligent people who are at the top of their field in specialist areas like oceanography, planning and benthic monitoring. I’m pleased to say that a significant proportion of the environment team is female.

“This team has got better and better with time and two things more than any other confirm this. Firstly, the team’s impact on the business is profound, especially if you look at how this team has worked hard to analyse and better understand the marine environment. This knowledge, when shared with regulators, coupled with a spirit of cooperation, has directly led to the creation of new farms, often with increased biomass which has created huge value for the company.

“Secondly, I firmly believe that Mowi is a training ground for other aquaculture environmental specialists in the industry.”

This environmental leadership and specialist knowledge is something that Dave is very proud of: “The team now has many disciplines which are essential to understand the complexities aquaculture has on our environment. We have been successful in developing next generation techniques like hydrodynamic modelling, which was only a dream years ago but is now a fundamental aspect of our team. Huge strides have been taken and the rest of the industry is following in our footsteps.”

## Challenges

An ever-present challenge over the last 20 years is the perception of aquaculture, as Dave explains: “It’s amazing how people still see our business as “old fashioned”. Demonstrating our advances in technology and the overall progress the industry has made on protecting the environment we live and work in is probably still the biggest challenge today.

“As a team we encourage local communities to become involved right from the start and are always doing public events; taking community members around our sites to see for themselves how advanced salmon farming is today.”

Right now, the challenge for the environment team is to play its part in helping the business grow within the boundaries of regulation. There are also some very practical challenges such as improved productivity with fewer but larger pens, improved containment and better predator defence.

For Dave there is the ongoing challenge of kit: “Kit, kit, kit!! Environmental monitoring is a strange job. The last thing you want is any single element of the kit failing and there is a lot that could go wrong. There’s not much kit available ‘off the shelf’ to do this kind of work and over the years I have strived to improve the kit and have even developed various aspects myself.”

## Opportunities for the future

For Ben, there is an opportunity for regulation to drive sustainable growth of aquaculture: “What strikes me most over the last 20 years is that with biodiversity loss, climate change and population growth becoming the defining challenges of our civilisation, opportunities have been missed.

Aquaculture holds so much promise for sustainable protein production and requires a regulatory framework that drives a circular economy and seeks to repair our biodiversity. This, coupled with informed debate with critics, who are subject to the same scrutiny as we are, would help to create a sustainable industry that can play its part in feeding the population.”

## Enduring passion

20 years with the company and the passion is still strong, as Ben explains: “Dave Young and I were quick out of the gates to consolidate the operations of Stolt and Marine Harvest in Loch Seaforth, taking five small sites into one large site in a great location. We have had some ups and downs in Seaforth, but I have an affinity for it as one of the only true fjords in Scotland. When you stand on the barge with dramatic cliffs either side you cannot fail to be humbled by nature.”

Dave jokes: “Twenty years ago I never would have expected to be doing this job and still be enjoying it despite its challenges, not to mention physically as despite my name I’m not getting any younger!”

Ever the analyst, here is a numerical record of Dave’s time with us:

- 4,750 grabs
- 2,400 stations sampled
- 110 tons of seabed processed
- 950 boxes sent for analysis
- 330 SEPA reports
- 340 ferry crossings
- 5 vans
- 400,000 miles driven



Dave Young pictured in 2020



Ben Hadfield pictured in 2007

# Equipping our staff with the skills to be safe at sea

Thanks to our partnership with iPowerboat Ltd in Ballachulish, an RYA (Royal Yachting Association) recognised training centre and Maritime Coastguard Agency training centre, we are delighted to congratulate our colleagues on their recent qualifications.

## Day Skipper theory courses and Yachtmaster theory courses.

These courses train staff in high level maritime navigation, collision regulations, tidal calculations, boat and personal safety, and electronic navigation.

Congratulations go to:

- Kendal Hunter
- Jill Knox
- Matt Ritson
- Douglas MacKenzie
- Kurk Jones
- Oliver Hague
- Ronan Taylor
- Robert MacRae
- Jordan Fraser (Day Skipper theory only)
- Alistair Jack (Day Skipper theory only)

## RYA Advanced Powerboat

Well done to Chris Lander, Farquhar MacAskill, David Robertson and Ruan Urquhart, who have all successfully passed their RYA Advanced Powerboat exam which involves putting the Yachtmaster theory into practice, as well as higher level boat handling, and navigation at night.

## Powerboat Level 2

The initial boat handling course covers basic boat safety, personal safety, boat handling and various exercises, including man overboard recovery.

This course has been completed by:

- Jamie Kincaid
- Elliot Brown
- Blair Hamilton

## STCW First Aid qualification

Congratulations to the following who have obtained their STCW (Standards of Training, Certification and Watchkeeping) First Aid qualification, which is a specific qualification designed for seafarers:

- James Lawrie - Ardintoul
- Elizabeth Willoughby - Ardintoul
- Rowan Dobson - Duich
- Chris Sim - Mallaig
- Adrian Jarzab - Glenfinnan
- Liam Campbell - Loch Hourn
- Luke Smith - Leven
- Sam Moffit - Invasion Bay
- Stuart Mitchell - Greshornish
- Jamie Kincaid - Orcadia
- Cameron Whyte - Loch Lochy
- Neil Stoddart - Loch Lochy
- Gatis Skudra - Loch Lochy
- Alan McMillan - BDNC

## Salmon genetics study launched

Readers will hopefully have read about our funding of one of the most comprehensive studies of wild Atlantic salmon genetics in Scotland.

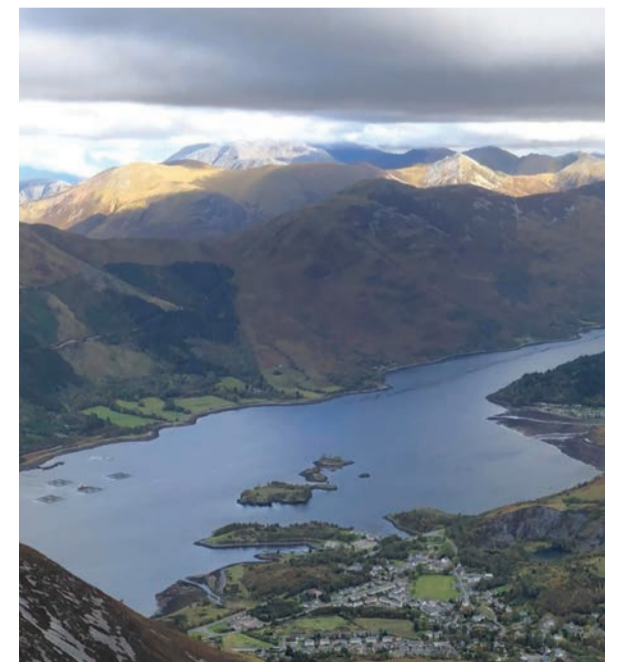


The study has been launched in response to the recent escape of farm-raised salmon at North Carradale and will be managed by the wild fish conservation body Fisheries Management Scotland and supported by Government scientists from Marine Scotland Science.

The multi-year study of 115 sites aims to confirm wild salmon's current genetic profile and to track for the potential of genetic changes should interbreeding of farmed and wild salmon occur.

Dr Alan Wells, Chief Executive of Fisheries Management Scotland, said: "We have welcomed Mowi's commitment to work with us and to fund a comprehensive genetics study that will help us better understand the potential impacts. We will continue to engage with the industry and regulators, with a view to improving the situation for wild salmon and sea trout."

Read about here <https://thefishsite.com/articles/study-will-investigate-the-genetic-impact-of-escaped-farmed-salmon>



## Photo of the month

Loch Leven, taken by Angus MacKay from Ballachulish horseshoe ridge



Photo courtesy of iPowerboat

## In the community



Special packages for care homes

### Update on pilot with the Isle of Skye smokehouse

Back in July, The Scoop reported on our four-month pilot with the Isle of Skye Smokehouse to provide smoked salmon to staff at two hospitals, and residents and staff of two care homes on the Isle of Skye.

We caught up with John Corfield, founder of the Isle of Skye Smokehouse, who has been busy smoking the salmon donated by Mowi and delivering it to An Acarsaid care home in Broadford, Budhmer House Care Home in Portree and the hospitals in Portree and Broadford.

John told us: "This has been such a great project and it has been a privilege to be involved. Just the other day when I was making a delivery to one of my customers, I was stopped by a man who told me that his wife had been enjoying my salmon. She is a resident at one of the care homes involved in this pilot. He thanked me and I had a smile on my face all day."

We spoke to John during a break in the pilot but his head was buzzing with ideas for Christmas, when deliveries of the smoked salmon will resume: "I'm throwing around some ideas on different flavours at the moment as I'd like to do something special for Christmas."

So far, the pilot has seen 980 small packets and 30 wholes sides of smoked salmon delivered. It has been well received with nurses like Eileen Cumming, a senior charge nurse with the NHS, really looking forward to receiving the smoked salmon. After Christmas, there will be a pause in the pilot but the plan is to take a seasonal approach so expect to see something special for Easter.

## Goodbye Shona

After over 30 years at Mowi, we say a fond farewell to Shona Miles, our occupational health nurse. We ran an interview with Shona back in February 2019 which can be read [here](#). We all wish her a happy retirement.



## Meet Toby Smith

### What do you do at Mowi?

I'm an engineer for the Kyleakin feed plant, I started in August last year. In a nutshell, I help keep the plant running effectively. I also look after the radios on site and was very heavily involved in getting them working properly. We work on a massive range of equipment and the nature of the job means we dabble in all sorts of disciplines, but my passion is in electronics.

### What did you do before joining Mowi?

I worked for a government contractor in weapons development and testing. I did a lot of work with radars, radios and aerial targetry (big remote control planes to fire missiles at). I was actually involved with the first object launched into space from UK soil!

### What do you like most about your job?

The very steep learning curve plus it's a challenging job on occasion and a lot of hard work. I've enjoyed how much the maintenance team has developed and learned during the first year of production, learning how the factory works, getting better at understanding it and seeing the team from all manner of different engineering disciplines and backgrounds come together.

### What do you do in your spare time?

Am a bit of a serial tinkerer and outside of work I'm usually found in my friend's garage fixing cars and working on mechanical concoctions with friends including a heavily modified somewhat battered Toyota Hilux I reinforced and fitted a large crane on the back of. I love motorsport as well and occasionally help out as a pit crew for my friends.

### What is your favourite film?

It's a tossup between Convoy and Mad Max.

### What is your favourite salmon dish?

I'm thoroughly useless in a kitchen, but Jayne in the site canteen does a mean fish pie!

