

ON THE WATER

The Professional Fish Harvesters Certification Board Newsletter

Fall 2008

FULL-TIME CREWMEMBERS GETTING TOUGHER TO FIND

Whether it's the price of fuel, opening and closing dates, or the value of the catch, there's no shortage of issues to deal with throughout the fishing season. However, another issue has made its way to the top of the list for many enterprise owners in recent years – the availability of crew and, in particular, full-time crewmembers with the required certification.

For generations fishing enterprises in this province thrived on the ability to assemble a large and loyal crew. The days of 8-man cod trap crews are long past, but one thing remains the same – vessel owners need skilled crewmembers to get the job done. But keeping a full-time crew in place is becoming a daunting task for many enterprise heads.

A variety of reasons can be cited for the apparent increasing unavailability of full-time crewmembers, including: an aging rural

population; the attraction of well-paying jobs in western Canada; the unpredictable and dangerous nature of the work; and an increasing number of young people choosing to attend university or college following high school.

The crew availability issue has been further complicated in recent years by Transport Canada's mandatory Marine Emergency Duties training, and other training requirements under the Marine Personnel Regulations of the Canada Shipping Act (see story on page 4). Now it's no longer simply a matter of finding a crewmember, it's the more problematic issue of finding a crewmember with the required Transport Canada certification.

On a positive note, Newfoundland and Labrador is leading the country in the number of harvesters who have completed mandatory fisheries training



A crew of eight men haul a capelin trap in Trinity Bay. For many operators, assembling a certified crew is becoming an increasingly difficult task.

(MED, ROC-MC, and Fishing Master). This training will result in a safer industry. However, in the short term, many enterprise owners continue to struggle to find crewmembers with the required training and certification.



Crew Database for the 2009 fishing season. This secure user-friendly database will help vessel owners find available crewmembers with specific experience and certification, and assist available crewmembers find open crew positions. The database will be added to our webpage (www.pfhcb.com) before March 1, 2009.

If the 2009 initiative is successful, the database will be added as a permanent feature on our webpage. For more information please contact the Board office at 709-722-8170.

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CREW DATABASE BEING INTRODUCED

The Professional Fish Harvesters Certification Board (PFHCB) recognizes the need to recruit new entrants to the industry, and the importance of harvesters having the appropriate skills, knowledge, and certification to safely and effectively carry out their duties onboard a vessel. With this in mind, we are always working on innovative ways to ensure that new and existing crewmembers are able to obtain the skills and certification they require.

The Board also recognizes that assembling an experienced and certified crew is becoming more difficult. In response to this growing problem, we will be introducing a web-based

NEW TECHNICAL CERTIFICATE IN HARVESTING PROVIDES FLEXIBLE TRAINING OPTIONS

The Marine Institute's (MI) Technical Certificate in Harvesting was offered for the first time at MI's main campus last fall and winter (07/08), with a dozen students taking advantage of the program's flexible training options. Several students completed the entire 18-week program, and others chose to participate in some combination of the program's two 9-week terms.

The Technical Certificate in Harvesting was developed by MI, in partnership with the PFHCB. The program provides fish harvesters with an opportunity to acquire all required education credits for Level II certification upgrading. The program consists of two terms: Term I includes a Fishing Master IV (FM IV), and Term II includes a combination of additional technical courses.

Depending on your training needs, the program also provides the flexibility of choosing to complete either Term I or II, or both. For instance, if you already hold a FM IV, you could complete Term II and receive the Technical Certificate in Harvesting. Alternatively, you could choose to complete one of the terms this fall or winter, and complete the second term at a later date. Students who complete

the entire program will fulfill all education credit requirements for Level II certification upgrading with the PFHCB.

As a result of changes to Transport Canada's Fishing Masters curriculum, including the addition of a ship stability component to FM IV, Term I will be extended by approximately two weeks. Subsequently, Term II has been shortened to 8 weeks. October 14th has been set as the start date for this year's offering.

MI instructor Jack Greenham (top) reviews elements of ship stability with members of his class. For many students, the two weeks of Ship Construction & Stability was the highlight of the program.

Cost Reduced!

In addition to providing a convenient "one-stop" opportunity for harvesters to acquire education credits for certification upgrading, the Technical Certificate in Harvesting is also the least expensive route. Harvesters can now avail of the program for as little as \$690 per Term.

For more information on this program contact the Marine Institute at 709-778-0568 (Ron Hyde) or the PFHCB office at 709-722-8170.



CCPFH EXPLORES "DISTANCE LEARNING" FOR FISHING MASTER IV

Over the years the Board has received numerous inquiries from fish harvesters interested in taking "home-based" fisheries training "by distance". In the case of Fishing Master IV (FM IV) courses, for example, leaving home to attend school for an extended period of time is often not feasible. Furthermore, with Transport Canada's recent changes to the Marine Personnel Regulations, the demand for Fishing Masters training will surely increase in the coming years.

The Canadian Council of Professional Fish Harvesters, in partnership with four fisheries training schools (including the Marine Institute), recently sponsored the development of four training modules that will give fish harvesters the option of working toward their FM IV certification from home. The modules are designed to prepare fish harvesters to challenge the four required examinations from Transport Canada.

Distance learning isn't for everyone.

The new modules will provide fish harvesters with an alternative to the traditional classroom approach to FM IV training. However, the distance learning approach may not be for everyone. Distance learning demands a great deal of self discipline and dedication from the student, and many students may have greater success in the traditional classroom setting. It may be a convenient and cost effective alternative, but in

no way should it be looked at as an "easier" or "faster" way to get a FM IV certificate. In fact, it will likely be just the opposite!

When will it be available?

It is anticipated that the modules will be made available to fish harvesters following a pilot project to be conducted during this fall and winter. The pilot project will test such things as the recommended time required to complete each module, the amount of instructor support required by participants, and most importantly, the success rate on Transport Canada exams. More information will be made available once the pilot project is complete and the modules are ready to be released.

For more information on the Canadian Council of Professional Fish Harvesters, visit www.ccpfh-ccpp.org.



MI instructor Don Waterman (L) assists a student with chartwork. Fishing Masters IV might soon be available for "home-based" study.



SAFETY FAMILIARIZATION - NOT ONLY IS IT SMART... IT'S THE LAW!

Whether you're a crewmember, owner, or master of a fishing vessel, safety familiarization should be a priority for you. Under section 205(1) of Transport Canada's new Marine Personnel Regulations, the vessel's master and authorized representative are required to provide members of the crew with the proper on-board familiarization (as set out in TP4957) before they start to perform any duty on the vessel.

So, who exactly is required to receive this "on-board familiarization"? Many people presume that it only applies to new crewmembers, or those who have not yet received the mandatory Marine Emergency Duties

(MED) training. Or, that the requirement only applies to larger longliners. However, a closer look at the regulations might surprise you!

TP4957 clearly states that the requirement for crewmembers to receive on-board familiarization applies to all fishing vessels and all crewmembers. However, the type and extent of on-board familiarization is determined by the "group" of the crewmember. These "groups", for example, include crewmembers who have not yet completed the required MED training, those who have completed the applicable MED training, and even those who hold a certificate of competency (ie. Fishing Masters).

At first glance, the "onboard familiarization" requirement may seem impractical. But, in most cases, it doesn't take a great deal of time, and it makes perfect sense. In fact, most masters would claim that it's simply common sense. The topics to

be covered are relatively straight forward, and important for everyone to understand. They include: types of emergencies and individual response; chain of command and muster list; meanings of alarms and response; location, use and limitations of personal survival equipment; and general safety practices onboard.

For more information and details about on-board familiarization requirements, contact a Transport Canada Marine Safety office, or view the Marine Personnel Regulations online at www.tc.gc.ca.

In the end, one thing is certain: a crew that is familiar with safety equipment and procedures will be better prepared in the case of an emergency at sea.



MARINE INSTITUTE COMMUNITY BASED COURSE OFFERINGS

The Marine Institute (MI) is now accepting applications for community-based delivery of the following fisheries training programs for fall/winter 2008/09:

- MED (A1 and A3)
- Fishing Masters (IV)
- Small Vessel Operator Proficiency (SVOP)

These programs are available at MI's main campus in St. John's. However, with a minimum of 12 students MI will bring these training programs to any fishing community in the province. Other programs available at MI's main campus include Fishing Masters (III, II, and I), Marine Diesel Mechanics, Watchkeeping Mate, Nautical Science, PreSea Deckhand, and the new Technical Certificate in Harvesting.

For applications or more information on MI's community-based fish harvester training programs contact Ron Hyde at 709-778-0568.

FISHING FOR PHOTOS

Response to the Fishing for Photos section in our last newsletter has been slow, but steady. Elaine Alcock of Leading Ticks recently sent us this photo taken during the 2008 capelin fishery in Notre Dame Bay. Many thanks to Elaine, and all others who sent photos this year.

In an effort to attract more fishing-related photos, we're going to "up the anti" this time around. Everyone who sends a commercial fishing-related photo (showing fish harvesters at work) will receive either a PFHCB hat or T-shirt. All respondents will have their name entered to win an Inflatable PFD to be drawn for in December, 2008.



Photos can be sent to the Board office by email or regular mail.

The crew of the Jessica Terri on a set of capelin near Leading Ticks, Notre Dame Bay.

MANAGING YOUR FISHING ENTERPRISE - COULD YOU USE HELP?

The task of managing a commercial fishing enterprise is demanding, complex, and sometimes confusing. In fact, in some of today's marginal fisheries, how well you manage your business can be the difference between "make" or "break".



With this in mind, the Canadian Council of Professional Fish Harvesters (CCPFH) has developed an electronic tool (*Managing Your Fishing Enterprise*) that you can use on your home (or vessel) computer. *Managing Your Fishing Enterprise* is designed to help you manage a more successful and profitable enterprise – and it's free of charge!

CD's are available by order from the CCPFH. The CD includes operating instructions on how to use the tool, general business principles for running your enterprise, and other features like how to calculate the value of your enterprise.

To order a free copy, send an email with your mailing information to the CCPFH at ent@ccpfh-ccpp.org.



CHANGES TO TRANSPORT CANADA'S MARINE PERSONNEL REGULATIONS

Transport Canada's amendments to the Marine Personnel Regulations came into force on July 1, 2007. These regulations, which are part of the Canada Shipping Act, outline the minimum training and certification requirements for all Canadian fish harvesters. Many parts of the regulations remain the same. However, there are a significant number of noteworthy changes and additions.

The most imminent and commonly known part of the regulations is the Marine Emergency Duties (MED) training requirement that took effect on April 1, 2008. All Canadian fishing crews are now required to be trained in MED: *A1* for vessels fishing outside 25 nautical miles (NM) and *A1* or *A3* for those fishing inside 25NM on vessels less than 150 gross tonnage (GT).

The regulations also require every fishing crew to have at least one crewmember with a valid Marine First Aid certificate: *Marine Advanced* for vessels fishing outside 25NM and *Marine Basic* (or *Advanced*) for those fishing inside 25NM. There are also significant changes being made to the curriculum and duration of Marine First Aid courses. See the FAQ's on page 7 for details.

Arguably the most significant change will require all Canadian fishing vessels, regardless of length or tonnage, to have a *certified master* (captain/skipper). Prior to the new regulations, the only vessels required to have certified masters were those greater than 60GT. The new regulations will require vessels greater than 15GT or 12 metres (M) to have a certified master with a minimum Fishing Master IV (FM IV), and all vessels less than 15GT or 12M to have a certified master with a minimum Small Vessel Operator Proficiency (SVOP). These requirements will be phased in over time based on the size of the vessel, as follows:

For vessels 60GT and greater, the master certification requirements are generally the same as before, with only a couple of noteworthy exceptions. Transport Canada has indicated that they are becoming stricter with the hours of rest requirements, and the requirement to have certified crewmembers standing watch. This will result in more vessels being required to carry a second Fishing Master certificate.

The most noteworthy change for larger vessels is the change in validity of the Fishing Master Class II (FM II) certificate. This certificate will no longer have validity for masters on foreign going/unlimited voyages. This change has been met with a great deal of resistance from existing FM II certificate holders and fish harvester organizations, and is currently under review by Transport Canada.

Finally, Transport Canada inspected vessels 15GT and greater, will now be required to carry a "Safe Manning Document". This document, among other things, will outline the minimum number of crewmembers and certificates (ie. Fishing Master, MED, ROC-MC, etc.) required to safely man the vessel.

This is a brief summary of the more significant changes to the Marine Personnel Regulations. For more information or specific questions about federal certification requirements for you or your vessel, contact your nearest Transport Canada Marine Safety office.



Transport
Canada

Transports
Canada

November 7, 2008
60GT or less, and more than 15M

November 7, 2009
more than 14M, but not more than 15M

November 7, 2010
more than 13M, but not more than 14M

November 7, 2012
more than 12M, but not more than 13M

November 7, 2015
more than 6M, but not more than 12M

November 7, 2016
6M or less

MASTER CERTIFICATION - SOME GOOD NEWS FOR EXISTING HARVESTERS

Prior to the coming into force of Transport Canada's new Marine Personnel Regulations last July, the only Canadian fishing vessels required to have certified masters were those vessels 60GT and larger. The new regulations will require ALL fishing vessels, regardless of length or tonnage, to have a certified master - Fishing Masters or Small Vessel Operator Proficiency. (See adjacent story.)

However, there's some good news for existing harvesters. It took some convincing from fishing industry representatives, but Transport Canada has made allowances for fish harvesters who, before the coming into force of the regulations, have at least seven fishing seasons as master of a fishing vessel. These allowances are as follows:

Vessels greater than 15GT or 12M (but less than 60GT)

These vessels will require a master with a minimum Fishing Master IV. However, harvesters with at least seven seasons as master of such a vessel will be eligible to apply for a Certificate of Service from Transport Canada. In addition to proof of sea service, you must hold a valid MED and (in most cases) a valid ROC-MC.

Vessel less than 15GT or 12M (fishing inside 25 miles)

These vessels will require a master with a minimum Small Vessel Operator Proficiency (SVOP) before November of 2016 (depending on the specific length of the vessel). However, according to section 212(8), harvesters with at least seven seasons as master of such a vessel will not be required to hold a SVOP certificate.

For more information on master certification requirements of the federal Marine Personnel Regulations contact your nearest Transport Canada Marine Safety office or visit their webpage at www.tc.gc.ca/marine.



NL fish harvesters Nelson Bussey, George Feltham, and Mike Noonan attend a session of the Canadian Marine Advisory Council (CMAC) in Ottawa. CMAC is a forum in which industry representatives have an opportunity for input into proposed changes to the federal regulations.

COASTAL NAVIGATION COURSE OFFERING

The Department of Lifelong Learning at Memorial University (MUN) will be offering a course in Coastal Navigation this fall. The course will equip you with the knowledge and skills required to safely navigate coastal waters. Topics include navigational charts and publications; position and direction on the earth's surface; the magnetic compass; ship position and tracking; aids to navigation; rules of the road; and basic route planning.

The course (which costs \$199) is accredited by the PFHCB, and meets the minimum credit requirements (10) in navigation for certification upgrading. The course will take place over two weekends on Saturday and Sunday, October 18th & 19th and November 1st & 2nd.

For more information or to register please contact MUN's Department of Lifelong Learning at 1-866-959-8474.

FISH FACTS

- In June, 1990, an acoustic survey of the Grand Banks found the largest school of cod ever documented in our waters. It covered an area of roughly 20 by 30 km, and contained an estimated 500,000 tons of cod.
- Lobster is one of the healthiest and leanest proteins available. Lobster contains less saturated fat, calories, and cholesterol than beef, pork, or even the white meat of chicken. 100 grams of lobster (minus the butter!) only contains 90 calories!
- The longest recorded migration distance covered by a squid, according to the tag recovery program, is 2,000 km by a specimen tagged in Notre Dame Bay, and captured 107 days later southwest of Maryland.
- The heaviest fish ever caught was an Ocean Sunfish. It weighed 4,928 lbs.
- Except in rare cases, two of the four flatfish families (tongue soles and turbot) always have eyes on the left side of their head; the other two (both flounders) have eyes on the right side.



GOT EMAIL?

As part of the 2009 certification renewal process, the PFHCB will be inviting fish harvesters to submit their email addresses. Email addresses will be used solely by the Board for the purpose of communicating pertinent fisheries related information in a timely and cost effective manner.

DO YOU REQUIRE MED TRAINING?

If you have not completed a Marine Emergency Duties (MED) course you are among a shrinking minority of Newfoundland & Labrador fish harvesters. The vast majority of harvesters in this province (an estimated 10,000) have completed the required training; MED A1 for those fishing outside 25 nautical miles, and A3 (or A1) for those fishing inside 25 nautical miles.

It's been a decade since Transport Canada announced that all Canadian fish harvesters would be required to complete MED training to participate in the commercial fishery. During that time, the federal department extended the deadline; first to April 1st, 2007, and then to April 1st, 2008. Many thought that Transport Canada would "back off" on this mandatory training requirement, but department officials remain firm

that commercial fish harvesters are expected to complete the required MED training course.

So, where does that leave those who answered "Yes" to the question above?

The PFHCB (MED A3) and the Marine Institute (MED A1 and A3) will continue to offer MED courses throughout the province this coming fall and winter. Furthermore, the PFHCB, along with the FFAW and MI, will be working with Service Canada to secure tuition assistance for those who require the mandatory training.

For more information, or to register for MED training, contact the PFHCB at 709-722-8170, or the Marine Institute at 1-800-563-5799 (ext. 623).



PLAR - STILL IN DEMAND AFTER EIGHT YEARS

The Professional Fish Harvesters Certification Board (PFHCB) introduced its Prior Learning Assessment & Recognition (PLAR) program in the spring of 2000. The first year was a pilot project that explored the feasibility of awarding land-based education credits for skills and knowledge acquired, not from a classroom, but from "hands-on" work experience. Eight years later, the program has proven to be a huge success, and remains in high demand.

Each spring PLAR gives eligible Apprentice and Level I harvesters the opportunity to acquire education credits toward their certification

upgrading. By demonstrating the knowledge and skills they have acquired "on the job" participants can earn up to 75 education credits. In total, there are 10 different subject areas (including: Basic Net Making & Repair, Small Engine Repair & Maintenance, Fishing Techniques, Introduction to Navigation, etc.), and participants can choose to challenge any combination of the 10. Each individual assessment is carried out "one-on-one" by a trained Level II PLAR assessor. Each assessment takes between ½ hour and 1½ hours to complete, and are worth either 5 or 10 credits depending on the subject.

PLAR is not meant to replace formal fisheries training such as Marine Emergency Duties (MED) or Fishing Masters training. However, working fish harvesters can acquire a great deal of knowledge and skill based on their work experience. PLAR provides a unique and inexpensive opportunity for fish harvesters to receive recognition and credit for their years of informal learning.

REMINDER TO APPRENTICES AND 2008 ENTRANTS

The Board would like to remind all Apprentices and 2008 New Entrants that they are required to complete a Basic Safety Training course (MED A1, A3 or equivalent) in order to register with the Professional Fish Harvesters Certification Board. This training must be completed before the start of the 2009 fishing season, and certification renewal applications will not be issued until this training is complete.

Harvesters are also reminded that effective April 1st, 2008, in accordance with the Canada Shipping Act, Transport Canada requires fish harvesters to complete Marine Emergency Duties (MED) training as a condition of participation in the commercial fishery. For more information contact the Board office at 709-722-8170.

The PLAR program will continue in the spring of 2009. Applications will be mailed to all eligible Apprentices and Level I harvesters in February, and assessments will be scheduled throughout the province during March and April. If you would like more information about the PLAR program contact the PFHCB office at 709-722-8170.



PLAR gives Apprentice and Level I harvesters an opportunity to demonstrate the skills they have acquired from hands-on work experience, and gain credit toward certification upgrading. Basic Net Making and Repair is one of ten assessments available through the PLAR program.

FREQUENTLY ASKED QUESTIONS - BIG CHANGES TO MARINE FIRST AID TRAINING

With both the Marine Institute (MI) and Professional Fish Harvesters Certification Board (PFHCB) now delivering Canadian Red Cross Marine First Aid (Basic and Advanced), a growing number of harvesters have completed this valuable training. In fact, there have been several recent high profile cases in which fish harvesters have utilized their Marine First Aid skills, and saved the lives of crewmembers. That's the good news!

The recent amendments to the Canada Shipping Act will result in big changes to both the mandatory requirements for Marine First Aid onboard vessels, and the curriculum and duration of Marine First Aid courses.

Who Requires Marine First Aid Training?

Under the new Marine Personnel Regulations, fish harvesters who want to obtain a Certificate of Competency (ie. Fishing Master), and at least one person onboard every fishing vessel, must hold a valid Marine First Aid certificate.

Marine **Basic** First Aid is required by:

- The person designated to provide first aid onboard a vessel engaged on a Near Coastal Class 2 voyage (inside 25 miles) or sheltered water voyage.
- Any person who completes a Certificate of Service (for vessels less than 60GRT) through a training institution.

Marine **Advanced** First Aid is required by:

- The person designated to provide first aid onboard a vessel engaged on a Near Coastal Class 1 voyage (outside 25 miles) or unlimited voyage.
- Any person who wants to obtain a Master's Certificate.

What is the Duration of Marine First Aid Courses?

The most significant change that Transport Canada has made to Marine First Aid training is the added curriculum and duration of the courses. These are as follows:

Marine **Basic** First Aid – This course was always one (1) day in duration. The new Transport Canada Training Standards for Marine First Aid, beginning this fall/winter, will see this course double in duration to two (2) days. The course will now be similar to the old Marine Advanced course.

Marine **Advanced** First Aid – This course was always two (2) days in duration. The new Transport Canada Training Standards for Marine First Aid, beginning this fall/winter, will see this course more than double in duration to five (5) days.

How About Recertification for Existing Certificate Holders?

Perhaps the most disappointing news pertains to recertification options for existing Marine First Aid certificate holders. According to Transport Canada, there will be no shortened recertification options for existing certificate holders. When existing certificates come up for renewal (they are valid for three years from the date of issue) the entire new course must be completed; five days for Marine Advanced and two days for Marine Basic.

For more information on Transport Canada's Marine First Aid training requirements contact your nearest Transport Canada Marine Safety office.



NEW BOARD MEMBERS APPOINTED

We are pleased to announce the appointment of Mildred Skinner and George Feltham to the PFHCB Board of Directors. Mrs. Skinner, of Harbour Breton, and Mr. Feltham, of Eastport, are both active professional fish harvesters. On behalf of the Board and fish harvesters we welcome them both, and look forward to their contribution to the Board.

The PFHCB Board of Directors is a 15 member board, with each member being appointed to a three-year term by the Minister of Fisheries and Aquaculture, upon recommendation from their respective organization/agency. More information on your current Board of Directors can be obtained from the PFHCB office or from our website at www.pfhcb.com.

PFHCB SCHOLARSHIP NEWS

Congratulations to Jonathan Barry of Petite Forte, proud recipient of the PFHCB Scholarship for the



Mark Dolomount (left), PFHCB, and Glen Blackwood (right), MI, present the annual PFHCB scholarship to Jonathan Barry of Petite Forte.

2007/2008 academic year. Jonathan received the \$1,000 academic scholarship in November of 2007, as he entered the third and final year of his Marine Engineering Technology (Systems Design) program at Marine Institute. He graduated from the program in June, and immediately began work in the St. John's area. Jonathan is the son of Sheila and John Barry, a Core enterprise owner, of Petite Forte.

The PFHCB Academic Scholarship was established in 2006, and is awarded annually to an eligible certified professional fish harvester, or dependant, who is enrolled in a diploma granting program at Marine Institute. For more information on the PFHCB Scholarship please contact the Board office or the Marine Institute Student Affairs Office at 709-778-0310.

The Fishery... Our Most Valued Resource



Contributing Billions to our Economy

The inshore commercial fishery, including the 13,000 professional fish harvesters it employs, is the economic engine of rural Newfoundland & Labrador. Despite its recent challenges, the fishery remains the life-blood of our province.

4,000 fishing enterprises, scattered throughout hundreds of communities, catch hundreds of thousands of pounds of raw material annually. Quality seafood landed by Newfoundland and Labrador fish harvesters, including more than 40 species, is exported to dozens of countries around the globe. Each year, the industry generates hundreds of millions of dollars in production value to our provincial economy. And it takes dedicated, highly skilled, hard working professionals to get the job done!

Economically, Historically, Culturally - No matter which way you measure it, the fishery is truly our province's most valued resource.

A Rich Tradition • A Prosperous Future • A Professional Occupation



15 Hallett Crescent
P.O. Box 8541, St. John's
Newfoundland and Labrador
A1B 3P2

telephone: 709-722-8170
facsimile: 709-722-8201
email: pfh@pfhcb.com
website: www.pfhcb.com



15 Hallett Crescent
P.O. Box 8541
St. John's, NL
A1B 3P2

tel: 709-722-8170
fax: 709-722-8201
email: pfh@pfhcb.com
website: www.pfhcb.com

