



**TECHNICAL AND COMPLIANCE COMMITTEE
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Pohnpei, Federated States of Micronesia (Hybrid)

Audit Points for Crew Labour Standards CMM 2024-04

WCPFC-TCC22-2026-DP04_Rev01¹

22 September 2026

Submitted by New Zealand

¹ This paper includes a minor draft amendment to the table on page 9 to correct the reference to show paragraph 11 (a) to (h).

Executive Summary

The Crew Labour Standards CMM 2024-04 will enter into force on 1 January 2028. As implementation preparations continue, it is appropriate for CCMs to review the proposed Audit Points associated with the binding obligations contained in CMM 2024-04. This paper presents draft Audit Points for consideration by TCC22, with a view to recommending their adoption by WCPFC23. The revised draft incorporates feedback previously received from CCMs.

Background

In 2024, WCPFC21 adopted [CMM 2024-04](#) on Crew Labour Standards, which will enter into force on 1 January 2028.

At TCC21, New Zealand, as Co-Lead for the development of CMM 2024-04, tabled paper [WCPFC-TCC21-2025-DP10: Audit Points for Crew Labour Standards \(CMM 2024-04\)](#). New Zealand invited CCMs to provide feedback, noting that early consideration of Audit Points would support implementation of the measure ahead of its entry into force. TCC21 expressed its appreciation to New Zealand for developing the draft Audit Points, noting this was consistent with the agreed process under which proponents of CMMs prepare the Audit Point Checklist and facilitate the development of Audit Points.

The TCC Vice-Chair subsequently submitted paper [WCPFC22-2025-37](#) to WCPFC22, proposing draft Audit Points for a range of CMMs. This included the Crew Labour Standards draft Audit Points, together with comments provided by CCMs. While agreement was reached on a number of Audit Points, the Commission agreed that further work on the remaining Audit Points, including those related to CMM 2024-04, would be undertaken in 2026.

This paper presents revised draft Audit Points for CMM 2024-04 for consideration by TCC22. The revised draft incorporates feedback previously received from one CCM (Chinese Taipei), and a minor amendment to the draft audit points for paragraph 11 to accurately reflect the intention and scope of the obligation. This is reflected in the tracked changes.

Recommendation

TCC22 review the updated draft Audit Points for CMM 2024-04 and recommend their adoption by WCPFC23.

PARA	BINDING OBLIGATION	TYPE OF OBLIGATION	DRAFT AUDIT POINT
3	When the flag CCM of a fishing vessel, whose owner/operator uses a crew provider from another CCM to source crew, through the WCPFC Secretariat requests the CCM of the crew provider, the CCM shall provide information to the WCPFC Secretariat annually on crew providers. The information shall include at a minimum the name, location and contact details of the crew provider. The Secretariat shall make the information available to all CCMs.	Report	<i>The Secretariat confirms that, <u>that where a request was made by a flag CCM pursuant to paragraph 3, the CCM of the crew provider provided the requested information to the Secretariat.</u> CCMs with crew providers provided information as part of their Annual Report Part 2 to the Secretariat on these crew providers, including at a minimum:</i> <i>a) name of crew providers</i> <i>b) location of crew providers</i> <i>c) contact details of crew providers</i>
4	CCMs shall ensure that owners and/or operators of fishing vessels covered by this measure, as specified in paragraph 1, liaise with any crew providers in order to effectively implement all requirements set out in this measure.	Report	<i>Flag CCMs, which have fishing vessels as specified in paragraph 1 and where the crew is provided by a crew provider, provide information in their Annual Report Part 2 that:</i> <i>a) confirms that there is a requirement for owners and/or operators of fishing vessels to liaise with any crew providers in order to effectively implement all requirements set out in this measure.</i>
7	Minimum working conditions on board fishing vessels CCMs shall ensure that owners and/or operators of fishing vessels covered by this measure, as specified in paragraph 1:	Implementation	<i>Flag CCM submitted a statement in their Annual Report Part 2 that:</i> <i>a) confirms the flag CCM's implementation through adoption of a national binding measure that requires owners and/or operators of fishing vessels to implement paragraph 7 (a) to (g).</i>

	a) Provide crew members a safe working environment where the welfare, occupational safety and health of crews is effectively protected. b) Ensure there is no forced or compulsory labour and other mistreatment on fishing vessels. c) Provide terms of employment, that are set out in a written contract or agreement, in a form and language that facilitates the crew member's understanding of the terms, is agreed by the crew member prior to departure on the fishing trip, and signed by both the crew member and the owner and/or operator (or, where crew members are not employed or engaged by the fishing vessel owner and/or operator, the fishing vessel owner and/or operator shall have evidence of contractual or similar arrangements). The written contract or agreement shall be made available to the crew member and, upon request, authorised officers, in accordance with national law		<i>b) describes how the flag CCM is monitoring and ensuring that owners and/or operators of fishing vessels implement paragraph 7 (a) to (g), and how the flag CCM responds to potential infringement or instances of non-compliance with these requirements.</i>
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	and practice. A CCM may allow the owner and/or operator to use the particulars in Attachment 1 as a guideline for crew contracts or agreements. d) Provide crew members decent working and living conditions on board fishing vessels, including access to clean or potable freshwater and food,⁴ occupational safety and health protection, medical care, rest periods and sleeping quarters, and conditions that facilitate minimum standards of health and hygiene; e) Provide crew members, in accordance with the flag CCM's standards or regulations, with decent and regular remuneration (for example monthly or quarterly) that is accessible by crew as well as appropriate insurance for the crew; f) Provide crew members regular opportunity to disembark consistent with laws of the flag CCM, unfettered access to their identity documents, ability to terminate the contract of		
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	employment and seek repatriation, and unmonitored access to communication devices to seek assistance. g) Cover costs of repatriation where the early termination of a contract is sought by the owner and/or operator, except where the crew member has been found, in accordance with a CCM's regulations, to be in breach of contract. 5		
8	CCMs shall ensure that owners and/or operators of fishing vessels covered by this measure: a) Carry aboard a record of the provided contact details of each crew member's next of kin or designated contact person; and b) Provide safety training and/or instruction for all the crew members working on board the vessel, with consideration given to relevant international guidelines and standards for training of crew members.	Report	<i>Flag CCM submitted a statement in their Annual Report Part 2 that:</i> a) <i>Confirms that owners and/or operators of fishing vessels are required to carry crew details as set out in paragraph 8 (a) and to deliver safety training and/or instruction as set out in paragraph 8 (b).</i>

9	In the event of a crew members' death In the event a crew member dies, the flag CCM shall inform the Secretariat as soon as practicable, and ensure that the owner and/or operators of the fishing vessel: a) ceases fishing operations as soon as practicable; b) immediately notifies the flag CCM and the crew member's next of kin or designated contact person; c) cooperates fully in all official investigations, and preserves any potential evidence and the personal effects and, if not needed by other crew, the quarters of the deceased crew member; d) returns to port if required by the flag CCM for the official investigation and departs only when clearance is received from the flag CCM authorities; and e) preserves the body for the purposes of an autopsy, investigation, and/or	Report	(comparable to AP for CMM 2017-03 03-06 where there was general support for the obligations to be Report as the required action is triggered by an event. There were also comments that the 'monitoring' element is difficult to include as it relates to a reportable event.) <i>The Secretariat confirms that the flag CCM submitted in their Annual Report Part 2 a statement confirming that, in the event a crew member dies, it required the owner and/or operators of fishing vessels:</i> <i>a) to meet the requirements in paragraph 9 (a) to (e), including to notify the flag CCM, relevant authorities, and the Secretariat; and</i> <i>b) to ensure that the body is well-preserved for the purposes of an autopsy, investigation and/or repatriation.</i>
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	repatriation. Bodies of deceased crew should not be buried at sea or disposed of in any other manner unless specifically authorized by the flag CCM's national regulation, or next of kin.		
10	In the Event a Crew Member Suffers Serious Illness or Injury As the health and safety of the crew is paramount, in the event a crew member suffers from a serious illness or injury that threatens his or her health or safety, the flag CCM shall ensure that the owner and/or operators of the fishing vessel: a) ceases fishing operations as soon as practicable and takes all reasonable actions to care for the crew member and provide any medical treatment available and possible on board the vessel;. b) immediately notifies the flag CCM; c) where directed by the flag CCM, facilitates the disembarkation and transport of the crew member to a	Report	(comparable to AP for CMM 2017-03 03-06 where there was general support for the obligations to be Report as the required action is triggered by an event. There were also comments that the 'monitoring' element is difficult to include as it relates to a reportable event.) <i>The Secretariat confirms that the flag CCM submitted in their Annual Report Part 2 a statement confirming that, in the event a Crew Member Suffers Serious Illness or Injury, it required the owner and/or operators of fishing vessels:</i> <i>a) to meet the requirements in paragraph 10 (a) to (d).</i>

	medical facility equipped to provide the required care, as soon as practicable; and d) cooperates fully in any and all official investigations into the cause of the illness or injury.		
11	In the Event a Crew Member is Missing or Fallen Overboard In the event that a crew member is missing or presumed fallen overboard, the flag CCM shall ensure that the owner and/or operator of the fishing vessel: a) ceases fishing operations as soon as practicable; b) immediately notifies the responsible Rescue Coordination Center (RCC) to report the incident time and location and commences search and rescue for at least 72 hours unless the crew member is found sooner, or unless instructed by the flag CCM to continue searching;⁶ c) immediately notifies the flag CCM and notifies the crew member's next of kin or designated contact person as	Report	(comparable to AP for CMM 2017-03 07 & 08 – implementation with removal of the monitoring element) <i>The Secretariat confirms that the flag CCM submitted a statement in their Annual Report Part 2 confirming that, in the event a crew member is missing or fallen overboard, it required the owners and/or operators of fishing vessels to implement paragraph 11 (a) to (h ¶).</i>

	soon as practicable after the search and rescue operation has ceased; d) immediately alerts other vessels in the vicinity regarding the status of the crew member by using all available means of communication; e) cooperates fully in any search and rescue operation; f) provides a report about the incident to the appropriate authorities of the flag CCM and other appropriate authorities on the incident if requested; g) cooperates fully in all official investigations, and preserves any potential evidence and the personal effects and, if not needed by other crew, the quarters of the missing crew member; and h) returns to port if required by the flag CCM for the official investigation and departs only when clearance is received from the flag CCM authorities.		
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12	In the Event of Forced or Compulsory Labour and Other Mistreatment In the event that a flag CCM has reasonable grounds to believe, based on information such as port state notifications, electronic monitoring, observer reports, high seas boarding inspection reports or information provided by a crew member, that a crew member's health and safety is endangered or that a crew member has been subject to forced or compulsory labour and other mistreatment, the flag CCM shall ensure that the owner and/or operator of the fishing vessel: a) immediately takes action to preserve the safety of the crew member and mitigate and resolve the situation on board; b) immediately provides the flag CCM's designated authorities with a report on the situation, remedies provided, including the status and location of the crew member, as soon as possible; c) facilitates the safe disembarkation of the crew member in a manner and	Report	<i>The Secretariat confirms that the flag CCM submitted a statement in their Annual Report Part 2 confirming that, in the event a crew member is subject to forced or compulsory labour or other mistreatment, it required the owners and/or operators of fishing vessels to implement paragraph 12 (a) to (d).</i>
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	place, as agreed by the flag CCM and crew member, including access to any needed medical treatment at the expense of the owner and/or operator; and d) cooperates fully in any and all official investigations into the incident, including by providing independent and individual access to all crew members remaining on the vessel.		
13	In the event that, after disembarkation from a fishing vessel, a crew member reports to the port CCM an allegation of forced or compulsory labour and other mistreatment while on board the fishing vessel, including providing any available supporting information, the port CCM shall notify, in writing, the flag CCM and the Secretariat. Upon notification, the flag CCM in accordance with Article 25 of the Convention, shall: a) investigate the allegations, including through information provided by the crew member (and crew provider where relevant), port CCM, and crew on the fishing vessel and take any appropriate action in	Report	(comparable to CMM 2017-03 10 – supported as a Report obligation rather than Implementation obligation due to wording of paragraph). <i>The Secretariat confirms that port CCMs submitted a statement in their Annual Report Part 2 confirming that, in the event a crew member reports allegations of forced or compulsory labour and other mistreatment to a port CCM, it notified, in writing, the flag CCM and the Secretariat.</i> <i>The Secretariat confirms that the flag CCM submitted a statement in their Annual Report Part 2 confirming that, in the event that it is notified by a port CCM of a crew allegation of forced or compulsory labour and other mistreatment, it investigated the allegation and took appropriate action, including cooperating in investigations carried out by the port CCM or a crew provider.</i>

	response to the results of the investigation; and b) cooperate fully in any other investigation conducted, including providing the flag CCM's investigation report to the crew provider and port CCM.		
14	In the event a port CCM is notified by a flag CCM that a crew member may have experienced forced or compulsory labour and other mistreatment, the port CCM shall facilitate entry to port of the fishing vessel to allow disembarkation of the crew member to the extent possible under national law and assist in any investigations if so requested by the flag CCM.	Report	(Comparable to CMM 2017-03 09 – report obligation) <i>The Secretariat confirms that port CCMs submitted a statement in their Annual Report Part 2 that confirms, in the event that it is notified by a flag CMM about forced or compulsory labour or mistreatment of a crew member on board a fishing vessel, it facilitated port entry for the relevant fishing vessel, facilitated safe disembarkation of the crew member, and assisted any investigation if requested by the flag CCM, <u>to the extent possible under national law.</u></i>
15	CCMs shall cooperate and provide support in relation to cases of forced or compulsory labour and other mistreatment on fishing vessels, including facilitating evidence gathering from crew providers in their jurisdiction or from their nationals, where possible.	Report	<i>The Secretariat confirms that CCMs submitted a statement in their Annual Report Part 2 that confirms that it cooperated and supported investigations into forced or compulsory labour or mistreatment of a crew member on board a fishing vessel, including facilitating evidence gathering from crew providers in their jurisdiction or from their nationals, <u>where possible.</u></i>
17	Reporting Within one month after the entry into force of this measure, CCMs shall	Report + Deadline	<i>The Secretariat confirms that CCMs notified the Secretariat within one month of the entry into force of this CMM (i.e. by 1 February 2028) of their designated contact point(s) for the implementation of this CMM.</i>

	inform the Secretariat of its designated contact point(s) in connection with the implementation of this measure.		
18	CCMs shall advise the Commission (in Part 2 of their Annual Report) on implementation of this Measure, including for flag CCMs to report on the implementation of obligations in the event that a crew member dies (paragraph 9); suffers serious illness or injury (paragraph 10); is missing or fallen overboard (paragraph 11); there are allegations of forced or compulsory labour or other mistreatment (paragraph 12 & 13); and for port CCMs to report on the implementation of obligations if they are notified of allegations of forced or compulsory labour or other mistreatment (paragraph 13 & 14).	Report	<i>The Secretariat confirms that CCMs submitted a statement in their Annual Report Part 2 on implementation of this CMM.</i>