





PSA

## Subject: Resource Requirements

# 6 Resource Requirements

## 6.1 Personnel

- 6.1.1 CABs shall ensure that CAB lead auditors, CoC auditors, Group CoC central office auditors, fishery team leaders and members:
- 6.1.1.1 Have signed the MSC's Code of Conduct (available on the [MSC website](#)) confirming that they will comply with the Code; and
  - 6.1.1.2 Conform to the competency and qualification criteria listed in section 5 of the [CoC CR](#) and Annex PC of the [FCR](#), as appropriate for CoC audits, Group CoC audits and fishery assessments.
- 6.1.2 CABs shall use one or more of the verification mechanisms in each qualification and competency criterion listed in Tables 1, 2, 3 of the [CoC CR](#) and Tables PC1, PC2 and PC3 of the [FCR](#) to verify that CAB lead auditors, CoC auditors, fishery team leaders and members each comply with the qualification and competency criteria.
- 6.1.2.1 For examination results, the pass mark shall be 70% for new and existing CoC auditors and fishery team leaders and members.
  - 6.1.2.2 CoC auditors and fishery team leaders and members shall have a maximum of 3 attempts to obtain the pass mark.
  - 6.1.2.3 CABs shall provide a contact to the MSC to whom the results of the examination will be sent.
  - 6.1.2.4 Should CoC auditors, fishery team leaders or members fail to obtain the pass mark after 3 attempts, the CAB shall contact the MSC to agree on a training action plan for these individuals.
    - a. The auditor, team leader or team member shall be unable to conduct MSC CoC audits or fishery assessments until the MSC has approved the satisfactory completion of the plan.
- 6.1.3 Personnel appointed as reviewers or decision makers by the CAB shall be sufficiently experienced and qualified to evaluate the verification processes, working papers and associated evidence and recommendations made by the assessment / audit team (ISO 17065 7.5).

**Subject: Resource Requirements****Guidance 6.1.3**

For fishery reviewers and decision makers, CABs are reminded that the criteria of ISO 17065 clause 6.1.2.1 will apply. The CABs will still have to demonstrate the reviewer and/or decision maker is competent. One way of demonstrating this competence would be for the reviewer and/or decision maker to pass the online training module for fishery team leaders.

- 6.1.3.1 For CoC audits against the Default CoC Standard or the Consumer-Facing Organisation CoC Standard, the reviewer shall be a qualified CoC auditor (see section 6.1.2 of this document and section 5.1 of the [CoC CR](#)).
- 6.1.3.2 For Group CoC audits, the reviewer shall be a qualified Group CoC auditor (see section 6.1.2 of this document and section 5.1 of the [CoC CR](#)).
- 6.1.4 The CAB shall ensure the satisfactory performance of all personnel involved in the audit and certification activities.
  - 6.1.4.1 There shall be documented procedures and criteria for monitoring and measurement of the performance of all persons involved, based on the frequency of their usage and the level of risk linked to their activities.
  - 6.1.4.2 The CAB shall review the competence of its personnel in light of their performance in order to identify training needs.

**6.2 Contract with personnel**

- 6.2.1 The CAB shall have documented procedures for reviewing and determining timely and appropriate responses to any declarations of potential conflict of interest made under clause 2.2 of the MSC's Audit Personnel Code of Conduct (see [6.1.1.1](#)).
  - 6.2.1.1 These procedures shall ensure that the declared actual or potential conflict of interest neither influences, nor is perceived to influence, the evaluations, actions and decisions of the CAB.
- 6.2.2 The CAB shall retain records of its reasoning behind any decisions, including all actions which have been taken to resolve either the possible or actual conflict of interest.