



## Association of Salmon Fishery Boards

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### Water Bailiff appointments by District Salmon Fishery Boards

The bailiff training course was introduced in 2001 and was developed by the Institute of Fishery Management (IFM) and the ASFB. Its aim is to ensure that all bailiffs operating in Scotland can demonstrate an acceptable standard of knowledge of law enforcement in view of the powers which bailiffs can exercise. The course has also provided added security for Boards as employers who can, if necessary, demonstrate that their employees are adequately trained for the job should any liability issues arise during the course of a bailiff's duties. The course has also been officially recognised by the Scottish Executive insofar as they have required all the bailiffs appointed by Ministers (for areas where there are no DSFBs) to undertake the course.

The Association believes that the position whereby bailiffs can operate in Scotland without having undergone any training is unsustainable, from several perspectives:

- Individuals should have sufficient skills and knowledge to allow them to carry out these duties to the best of their ability – the responsibility is on the employer to ensure this happens.
- Boards should ensure that they are not exposed in terms of liability arising from the actions of an individual during the course of their duties.
- There is likely to be closer scrutiny of fishery boards during the course of legislative processes during 2006 and coming years and each Board should be in a position, if necessary, to demonstrate that this training requirement is taken seriously.

The course is now well established, and many Boards have trained personnel. Since its inception in 2001, the Association has been encouraging all Boards to ensure their bailiffs take the course. For the reasons outlined above, the Association's formal position is that **no warrant card should be granted to an individual who has not passed the IFM examination.**

We strongly recommend that all Boards adopt this policy, regardless of whether you employ bailiffs full-time, part-time, seasonal or volunteer basis.

If you have any queries about this policy, or the training course, please contact the Association without delay. Training courses will continue to run annually each spring and further details on this can be obtained from the ASFB or IFM at the address above.