



NFF News

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The Magi Fishmongers!



Andrew Kenny, Vice President, Jonathan Adams, President, Giles Shaw, Hon. Treasurer and Company Secretary

Grimsby Fish Market

An overview of two of the sponsors, Grimsby Fish Market, owned by Grimsby Fish Dock Enterprises Ltd. It is recognised as being one of the most important fish markets in Europe, renowned for the quality and diversity of its fish, together with its long established buying strength. It attracts fish supplies from local, UK and foreign vessels, regular overland fish from Scotland, Ireland and other British Ports.

Grimsby has established a unique partnership with Iceland, Faroe and Norway. This special relationship has been developed over many years and ensures expertise in handling substantial quantities of containerised fish.

Home to the largest wet fish transporter in the UK, there are facilities for the reception and distribution of seafood throughout the UK and Europe



Tim Silverthorne NFF and Martyn Boyers
CEO Grimsby Fish Docks

Grimsby Fish Merchants Association

Incorporated in 1911, the majority of members today are small processors employing between 5 – 20 staff.

However some of the large Grimsby based companies who supply 70% of the nations chilled seafood to the major high street retailers are also members and support the work of the Association. Several Hull based processors are also members creating a strong voice for the Humber processing industry.



National Federation
of Fishmongers
www.fishmongers.info



The British Fish Craft Championships® 2014

moves to Grimsby, the home of British fish...

A two year sponsorship deal has been secured for The Championships from North East Lincolnshire Council. The date for the British Fish Craft Championship is Sunday 24th August 2014 - it will form part of the Cleethorpes Bank Holiday Festival running Saturday 23rd August to Monday 25th August. The location will be on the seafront at Cleethorpes.

Councillor Chris Shaw, Leader of N.E. Lincolnshire Council said "it is fitting that we have landed this supreme catch for the borough for the next two years and hopefully more. With more than 70% of seafood consumed in the UK processed here, N.E. Lincolnshire is the perfect setting for the prestigious Championships and I would like to thank the NFF for choosing Grimsby to host the competitions. It is another major seafood event lined up for the town as we also look forward to hosting the Humber Seafood Summit in September and the World Seafood Congress in 2015".

Gary Hooper, Past President and Championships organiser, said "The Federation is delighted to have been invited to hold the Championships in Grimsby for the next two years. This will be the first time this event has taken place in what is viewed by many as the home of British fish and we are looking forward to a warm welcome. We are also really excited to be working alongside N.E. Lincolnshire Council."

The Championships will continue with the very successful, tried and tested formula of a series of stand alone competitions with the added accolade of one competitor becoming British Fish Craft Champion 2014. Open to all independent and supermarket fishmongers, processors and wholesalers, the chance to showcase your talents in fishmongering and poultry. Individual heats test the skills that are necessary in the preparation of fish and poultry in readiness for use by the end consumer. Judges are experienced fishmongers and competitors will be judged on presentation, general appearance and hygiene as well as performance.

Each stand alone competition will offer a trophy to the winner and certificates and prize monies from 1st to 4th placings. The Competition schedule will be available on the Federation's website in June and will be mailed to all NFF members or on request from NFF Head Office.

Sponsors already on board for 2014

The NFF proudly supports Macmillan Cancer Relief



The President Reports on his First Year in Office at the Annual General Meeting held at Fishmongers' Hall, London

Jonathan Adams reflected on the past year in his capacity as President. In addition to chairing the regular meetings of the Council and Executive Committee, he has been involved with consultations on legislation and membership issues.

He has attended the City Food Lecture, the centenary celebrations of the National Federation of Fish Friers in Manchester, held meetings with industry and been warmly welcomed at the Poulterers' Company Michaelmas celebrations in London.

Having been re-elected to serve a further year, Jonathan looks forward to the forthcoming year, however it is tinged with an element of sadness that the British Fish Craft Championships® is moving from his home city of Cardiff to Grimsby. Having said this, he is enthusiastic about the move as he knows that it is in the best interests of this major event in the Federation's calendar. Jonathan has many friends both work and social, based in the Humber area and looks forward to their warm welcome and support.

Andrew Kenny, re-elected to serve as Vice President for the forthcoming year has been equally busy during the past year, attending meetings and liaising with other industry bodies to further the interests of members.

Giles Shaw, re-elected to Company Secretary and Honorary Treasurer was thanked for his work in the preparation of the Financial Statements for the AGM and his sterling work throughout the year. Members were happy for his continued work in overseeing the finances of the Federation.

Members of the Council, regional representatives, were re-elected with two new faces being welcomed to the meeting. Gareth Hughes and George Hooper. Members approved the audited accounts and the Annual Report of the Council for the year ended 30th September 2013. Copies distributed with this edition of NFF News. The AGM was followed by a meeting of the Council and the election of the Executive and Finance Committee who are pictured right.

Below: Jonathan Adams, President (centre) on a recent visit to Grimsby Fish Market



Jonathan Adams
President
Cardiff



Andrew Kenny
Vice President
York



Giles Shaw
*Company Secretary
and Hon. Treasurer*
Clitheroe



Gary Hooper
*Immediate Past
President*
Bedford



Tim Silverthorne
Past President
Worthing



John Kenny
Past President
York



Rex Goldsmith
Council member
London



Richard Home
Council member
Glasgow

Fish Labelling

THE EU Food information for consumers has been published in the Official Journal of the European Union. This means that the transition process has begun to replace current food labelling regulations.

Common Organisation of the Market Regulation

These regulations introduce a whole new set of requirements with regard to the labelling of fishery and aquaculture products that are offered for sale to the final consumer. The following is a list of the main requirements:

- The commercial designation of the species and its scientific name. This is a departure from the previous requirements which did not require the scientific name to be made available to the public. The commercial name is the one permitted by virtue of the Fish Labelling Regulations.
- The production method ie. "caught" or "caught in freshwater" or "farmed"
- The area where the product was caught or farmed and the type of fishing gear used in the capture of the fish. This will require the FAO fishing area to be listed in addition to one of the 12 seas listed in the Fish Labelling regulations. In the case of freshwater this must be either the body of water in which it was caught if it was within a Member State or an indication of the Country if it is outside of the EU. For farmed products the Country in which it was farmed.
- An indication if the product has been defrosted. Refreshed will no longer be allowed. It must be quite clear that the product has been defrosted or previously frozen. However, this requirement does not apply to a product which has been defrosted prior to smoking, salting, cooking, pickling or drying or a combination of these processes.
- The date of minimum durability where appropriate.

Where the products are not pre-packed all of the above information can be supplied to customers by way of a board or poster that is visible to the customer.

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Ken's Column

Another report from a former NFF President

Dear Reader, as this is the first edition of NFF News in 2014 let me wish all of you a happy, healthy and prosperous New Year 2014.

Since our last edition much has been happening within our industry and of course the usual charade of quota allowances which this time according to our fisheries ministers from Westminster and Holyrood are less harmful than they could have been!

Well I don't know about that! You know, I am sure my thoughts are shared by many of you who read this column, that there must be a better way of managing our fish stocks than going through the annual painful process set by the faceless bureaucrats in Brussels.

To quote Victor Meldrew of the TV show 'One foot in the grave' "I DON'T BELIEVE IT" for our UK ministers claimed to have emerged triumphant from the year end talks in Brussels having successfully fought off swingeing cuts in days at sea for the second year in a row. That's the good news thankfully.

The bad news is that many fishers have lost faith in the politicians and the bureaucrats who fix the annual catch rules, and the industry has been at the mercy of a system which has decimated the fishing fleets and fishing communities the length and breadth of Britain, started thirty years ago, and all done under the broad title of the Common Fisheries Policy (CFP). There is much to be considered in having a different process throughout the UK giving a greater control of fishing quotas to be set regionally rather than in the EU, some talks are likely for the future on this subject, watch this space.

The mackerel quota dispute between the UK, Iceland and Faroe still rumbles on but there's to be further talks led by Mrs Maria Damanaki the EU Fisheries Minister who has made offers to both Iceland and Faroe in an attempt to end this long running dispute, let's wait and see! Hey ho.

To change tack a little: The intrepid broadcaster Ben Fogle has set sail recently from Peterhead on board the Scottish boat Rose Bloom as part of a TV project which aims to provide a firsthand realistic look at the North east fishing industry. Readers will remember that Ben rowed across the Atlantic Ocean: a 3000 mile journey, with Olympic athlete James Cracknell. Ben has said "this trip is a working trip for me" and "I won't be sitting back but working as part of the crew". He's looking forward to the tough experience.

The documentary as yet unnamed is being made by London based Shiver Productions and is to be shown on ITV prime time later this year. It is being considered as the biggest series to be filmed in the North East of Scotland since the BBC's Trawlermen several years ago. Thank goodness I haven't been asked to be an extra!!

Ken Watmough.





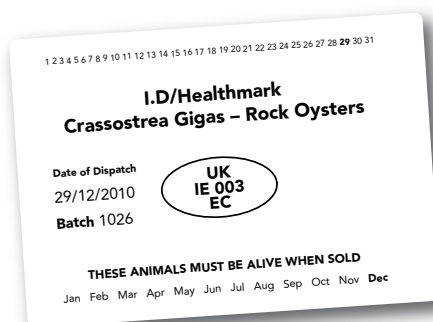
Guidance on handling of live oysters at retail and catering outlets

Handling and serving live oysters is different to other handling and serving other ready-to-eat foods. You need to look after a live animal and ensure that it remains alive until it is either eaten or cooked. In the event of an incident or recall it is essential to be able to trace oysters back to the dispatch centre they came from.

These notes will help you to maintain traceability and maintain your oysters in the best condition so that the health and satisfaction of your customers is safeguarded.

Traceability

- All packages of live oysters must be accompanied by a dated health/ID mark on an indelible, water resistant label like the one shown below.
- This label shows the identification number of the establishment from which they have come (in the ellipse), a batch number, date of packaging and declaration that animals must be alive when sold.
- These details should be sufficient to identify the actual bed from which the oysters were harvested. Keep the health mark details for at least 60 days in case this information is needed. The easiest way to do this is to affix the label into your diary on the day of delivery.



Try to avoid using oysters from different suppliers at the same time, but if this is unavoidable devise your own method of being able to identify who ate oysters from which supplier.

Reception/delivery

- Check the health/ID mark. If there is no health/ID mark or information about the source, reject the consignment.
- Where possible check that the vehicle is clean and that the oysters have not been mixed with raw fish or kept in hot and dirty conditions.

Handling

- Wash (and dry) your hands thoroughly using warm soapy water, before handling and opening the oysters.
- Ensure that the knives and other equipment (including gloves if you wear them) used for opening the oysters are all clean before you start.
- Check that the outside shells of the oysters are clean and avoid pushing any mud or bits of shell into the oyster as you open it.
- Use a cleaned or different shucking knife for each batch.
- Serve promptly. Ideally only shuck oysters to order.

Reception/delivery

- Check the health/ID mark. If there is no health/ID mark or information about the source, reject the consignment.
- Where possible check that the vehicle is clean and that the oysters have not been mixed with raw fish or kept in hot and dirty conditions.

Food Handlers Fitness to work

- It is important to ensure that any food handlers suffering from gastrointestinal illness are excluded from work relating to food handling duties and that they cannot enter a food handling area. This exclusion is usually for 48 hours after an individual no longer shows symptoms of illness. This is particularly important when handling products that are served raw, such as oysters.
- Bacteria and viruses can still be found in someone's faeces after symptoms stop. It is therefore important that managers continue to exclude food handlers for a period of time after this. It is recommended that people should be excluded for 48 hrs after they stop showing symptoms of diarrhoea.

For more details, contact your local environmental health team. Information on oysters and other shellfish can be found on the internet at: www.shellfish.org.uk/how_to_videos.htm Details on food handlers' fitness to work can be found at: <http://www.food.gov.uk/multimedia/pdfs/publication/fitnesstoworkguide09v3.pdf>

Fish Labelling ctd

This means for a retail fishmonger with a fresh fish counter it is perfectly acceptable to have all this information on a board as opposed to having individually labels on each fish with all of the information on each label.

For fishermen selling direct from their boats to consumers they are exempt as long as it does not exceed 50euro per day.

In addition to all of this mandatory information there is a whole raft of voluntary information which may be included such as date of catch or harvest, port of landing, more detailed information on the type of fishing gear, flag state of the vessel, environmental information etc

Guidance notes on Fish Labelling legislation, The Fish Labelling Regulations 2013 can be found at www.gov.uk/defra Regulations (EC) 104/2000, 2065/2001, 1224/2009 and 404/2011 and further info at eur-lex.europa.eu

New Health & Safety Poster



Out with the old and in with the NEW

All employers are required by law, to display a HSE Health & Safety Law poster. All old versions need updating by 5th April 2014.

The new version features a unique serial number and hologram so you can be sure its the genuine version.

These posters may be obtained from most stationery outlets or from www.hse.gov.uk. Posters for Northern Ireland are different.

AVAILABLE TO PURCHASE

Federation Ties and Sew on Badges

**Ties only £11.00 each
Badges only £7.00 each
includes postage and packing.**





Apprenticeship workshop in Birmingham in March - 1st of several for England

Fishmongers in and around Birmingham are invited to join Seafish, the National Apprenticeship Service (NAS) and ESTC to find out more about fish and shellfish apprenticeships. Wednesday 5th March will see the first of several apprenticeship workshops delivered by Seafish and the NAS throughout England to promote fish and shellfish apprenticeships for small seafood businesses.

The workshop will start mid-afternoon and continue into the early evening. ESTC are the apprenticeship provider that have very successfully piloted advanced apprenticeships and Diplomas with fishmongers in the West Midlands and Manchester regions. They will be on hand throughout the workshop to explain the potential business benefits of professional qualifications and apprenticeships. Employers are invited to attend the start, or simply to drop in for a one to one session later.

For more information and to book a place email academy@seafish.co.uk

Government proposals to redesign apprenticeships - employers in the driving seat

Government proposals to develop a new form of employer-led apprenticeship are to be discussed at a conference on the 4th February 2014.

The proposals are radical in their approach and Seafish Training Manager, Lee Cooper will be on hand to find out more about these proposals and how they may affect fishmongers and other employers in the seafood industry. **More information will be made available following the conference via the Fishmongers News page on the Academy website.**



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Lantra announce finalists of the Aquaculture Learner of the Year Award 2014

Andrew Cunningham and Simon Maclellan have been short-listed for the Aquaculture Learner of the Year Award 2014, sponsored by Marine Scotland. The Aquaculture Learner of the Year Award is one of seven industry awards being presented at Lantra Scotland's prestigious Land-based and Aquaculture Learner of the Year Awards 2013, which celebrate the achievements of young people and new entrants within Scotland's land-based and aquaculture industries.

Andrew Cunningham, aged 20 from Lochgilphead in Argyll, is undertaking a Modern Apprenticeship SVQ Level 2 in Aquaculture Fin Fish with the Scottish Salmon Company.

Simon Maclellan, aged 26 from Drumnadrochit, Inverness-Shire, is currently studying for an SVQ Level 2 in Aquaculture at Inverness College UHI. Simon is also working part-time with Marine Harvest Scotland.



Simon Maclellan

This year Lantra has received a record number of nominations across 13 award categories, the highest number since the awards were launched in 2003. 2014 will see the return of the highly successful CARAS Award, the Land-based and Aquaculture Learner of the Year Award and the Modern Apprentice of the Year Award. There are also seven industry awards covering all the key sectors, from agriculture, aquaculture and equine, to horticulture, game and wildlife, trees & timber, land-based engineering and three schools and education awards.

William Fergusson, Regional Director Lantra Scotland: “We are delighted to announce our two finalists for this year's Aquaculture Learner of the Year Award which will be presented at the Land-based and Aquaculture Learner of the Year Awards on March 6th 2014. This year we received a record number of nominations from a growing pool of employers and training providers within the Scottish aquaculture sector. Each year we see the number and quality of entrants improve, which is a clear reflection of rising standards within the training and education sector driven by increasing expectations from within the industry. We believe the high standards set by these awards, and the inspirational messages they communicate to young people, represents an important stepping stone to helping industry meet their skills demands.”

Ray Jones, Chairman Scotland Food & Drink and award judge: “We live in a very competitive marketplace and our Agri and Aquaculture sectors are amongst the best in the world. Lantra Scotland candidates have well-honed skills and the right mind sets to succeed, winning a prize in the Land-based Learner of the Year Awards puts a person in the best of the best category.”

The Land-based and Aquaculture Learner of the Year Awards will take place between 7pm and 12pm at the prestigious Hilton Dunblane Hydro Hotel on the 6th March 2014. In addition to industry and education award winners, the overall winner and runners up of the Land-based and Aquaculture Learner of the Year Awards 2013, as well as winners of the Land-based and Aquaculture Modern Apprentice of the Year Award 2013 and CARAS Award 2013 will be announced on the night. The winner of the School Pupil Award 2013, sponsored by Marine Harvest, and the Secondary School Award 2013 will also be announced at the awards on March 6th.

For further information about the awards please contact 01738 646 762 or e-mail us at lantra.scotland@lantra.co.uk



Making the Most of Your Membership CUT INSURANCE COSTS



**DO NOT SKIP PAST THIS YOU MAY MISS THE OPPORTUNITY
TO SAVE HUNDREDS OF POUNDS**

It has come to the attention of the National Federation of Fishmongers that many of our members might be purchasing insurance you do not need or require. As a member of the National Federation of Fishmongers you already receive **£5,000,000 Public/Products Liability cover** as part of the membership. However if you purchase additional business or package insurance the cover is probably duplicated. You are therefore paying for something you do not need and could save money by speaking to an expert.

We are also very concerned that many businesses consider insurance as a grudge purchase in that you see a need for protection but want to pay as little for cover as possible. This can lead to cover being purchased which is not correct, adequate, fit for purpose, based on correct information (known as material facts), or even required. What ever the case, you may be spending money you do not need to spend, or in the worst case scenario, not be covered even though you have paid for insurance which is a complete waste of money.

As a member of the National Federation of Fishmongers you can receive a **FREE NO OBLIGATION** insurance review and most likely cut the cost of your business insurance whilst simultaneously ensuring you have the correct cover you require.

SIMPLY CONTACT Osborne & Sons (Insurance Consultants) Ltd on 0208 388 6000 or info@os-ins.co.uk to register your interest in saving money on the insurance spend at renewal.

In addition to the business insurance, Osborne & Sons have arranged for members National Federation of Fishmongers to receive MASSIVE DISCOUNTS* on home buildings and / or contents insurance. Yet another way members benefit from the membership.

Osborne & Sons have some great deals for commercial vehicles (single or fleet). Why not let them review your renewal in advance and where possible guarantee your comparable saving now?

Barry James (Commercial Director at Osborne & Sons) has commented :-

"Firstly what a privilege it is to work alongside the National Federation of Fishmongers and members. Insurance is not exciting. However I am passionate about insuring people or businesses correctly whilst saving them money. I am often horrified to review insurance arrangements made by others to discover cover is arranged on the wrong basis or even worse cover may be invalid due to basic errors made by so called experts. The problem has become even more frequent with the rise of the call centre operation and internet. I have read through some of these policies and cannot make sense of them myself. What chance does the general consumer have?

Osborne & Sons have been established since January 1963 and specialise in helping businesses of all sizes (no matter if you are a one man operation or multinational) save money on their insurance spend whilst providing good old fashioned service second to none. Honesty and integrity before profit is what we believe in. With a great history, staff proving expert, friendly, and no nonsense advice and service, combined with a passion to do the best by any customer I feel Osborne's are a natural fit to work alongside the National Federation of Fishmongers and it's members. Simply by being members of such a prestigious organisation you deserve the best advice and service which is why that is exactly what members will receive alongside some exclusive offers. I hope all members contact us to take advantage of a free review and savings which can be made"

*Individual circumstances apply.

For further information please contact Osborne & Sons (Insurance Consultants) Ltd.

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Apprenticeship News

New apprenticeship support for North Wales and Northern Ireland

Fish and Shellfish employers in Wales have two Seafish recognised apprenticeship providers to choose from. Cambrian Training and Network Training Services are both able to offer support for apprentices in fish and shellfish.

They are likely to be joined shortly by a third apprenticeship provider based in North Wales, and able to focus on small businesses, including fishmongers.

For more information on existing apprenticeship providers, in Wales, please keep an eye on the Working With Apprenticeships page on the academy site.

Seafish are also working with two Northern Ireland Colleges to offer apprenticeships and professional qualifications to fishmongers in Northern Ireland. **To find out more or to become involved email academy@seafish.co.uk**

Next advanced fish quality assessment course in Grimsby - March 31st

The next five day advanced course will be held in Grimsby, starting on the 31st March 2014.

There are limited places available on this course. Some applicants are likely to qualify for sector priorities funding towards the cost of this course. **For more details please www.seafoodacademy.org**

Welsh funding for training



Discussions last week between the National Skills Academy for Food and Drink and the Seafood Training Academy have brought one step closer

access to funding for training in Wales.

Sector Priorities funding should become available later in February for a range of Academy and Seafish training programmes including advanced quality assessment, smoking, fish frying and fishmongering training courses.

For more info go to www.seafoodacademy.org/Topics/8Topics%20Wales.htm

Diary Dates

NFF Council Meeting

Fishmongers Hall, London
28th April 2014

NFF Council Meeting

Fishmongers Hall, London
23rd June 2014

Bank Holiday Festival

Cleethorpes
23rd - 25th August

British Fish Craft Championships

Cleethorpes
Sunday 24th August

DOA

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David Oliver Associates
on 0844 225 9757
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Phillip@doainsurance.co.uk

*subject to circumstances

NFFNews

is compiled by the



**National Federation
of Fishmongers**
www.fishmongers.info

for more information and a list of council
members in your area please contact:

The N.F.F. Secretary
P.O. Box 9639, Feering, Colchester CO5 9W
Telephone: 01376 571391
Email: helen@naffedfishmongers.fsnet.co.uk

Manchester fishmerchant and fishmonger are latest fish to join the apprenticeship shoal

Smithfield market based fishmerchant, Bigfish littlefish Ltd are the latest business to take advantage of the opportunities offered by fish and shellfish apprenticeships.

Company owner, Tom Levings is a third generation seafood employer who runs a successful fishmerchants based at Smithfield Market in Manchester as well as two fishmongers in Northwich (Dilworths) and Wilmslow (Easy Fish).



Tom has taken on apprentices two that will undertake fish and shellfish apprenticeship programmes over the next year or two. Johnathan Ogden is the manager at Easy Fish fishmongers in Wilmslow and Jonathan will be undertaking an advanced fish and shellfish apprenticeship programme. The other apprentice is based at Dilworths fishmongers in Northwich and he will be undertaking the intermediate apprenticeship. Both apprentices will be taking a mix of fishmonger specific and more general units to ensure their programmes are closely matched to their needs and those of the businesses. Even though both apprentices are fairly new to the business, their programmes are carefully designed to challenge and stretch them.

Bigfish littlefish Ltd's apprenticeship provider of choice is ESTC Ltd who have not only made the application paperwork painless, they also worked with Tom to place the apprenticeship vacancy in the local job centre and have screened the applicants to find these two ideal candidates.

Tom Levings is enthusiastic about the apprenticeship programme and positive about the long term future of independent fishmongers. "There has been a loss of key skills in the industry that must be replaced if future generations are maintain a viable independent fishmonger sector. New entrants can now learn while they earn as they undertake an apprenticeship. A solution like this has been long awaited"

"As a business this is encouraging as it can ensure the sustainability of our industry as it provides the competent well trained staff we need, with the passion to succeed and to drive this amazing exciting industry sector forward" says Tom.

Tom is very positive about the future and can see a time when the independent fishmonger is once again a common sight on the high street, and fishmongers are once again valued as providers of quality, service and expertise in all things fish and shellfish.

"The apprenticeship programme is an innovative tool in supporting all aspects of fish industry skills and knowledge, from new entrant to the Manager. At Bigfish littlefish we have taken this first important step in ensuring the future success of the business. "Given the benefits of the programme and the support of a provider like ESTC Ltd, it was an easy decision to make" says Tom Levings, Bigfish littlefish Ltd, Manchester.

New content for fishmongers on the Seafood Academy website

The Seafood Training Academy website is changing to make it easier for you to find the information you need more easily. Although the changes are still underway, fishmongers can already reap some of the benefits of what is a very comprehensive fish and shellfish website.

In the new website the following Topics are bound to be of interest to fishmongers.

- Merchandising, mongering and retail - part of the Regions and Sectors section, a new guide for fishmongers with online learning guides, information on apprenticeships etc.;
- The Seafood Guide - within the Seafood Guide Section there are 9 individual topics covering the seafood industry to Squid and Octopus, from Crabs and Lobsters to Fish Handling and Quality.
- Training Courses - a topic on filleting and fishmonger courses, or perhaps quality assessment or smoking may be of interest;
- News and Updates - this section includes a topic on News for Fishmongers

The redesign of the Academy site will be rolled out over the next few weeks to ensure that the 17,000+ monthly visitors to the site find it easier than ever to find the information they need.

NFF Website www.fishmongers.info