

# THE SCOOP

# MOWI®

## Mowi in the news

**Major incident training day at Kyleakin**  
Representatives from Fire Scotland, the Scottish Ambulance Service, the Marine Coastguard Agency, Police Scotland and the Highland Council participated in a crisis simulation planned by Mowi Scotland.

The assembled team worked through two scenarios. The first scenario tested the procedures for somebody falling into the sea from the pier at Kyleakin and the second scenario focused on the plan for treating a serious head injury.

This was a critical milestone before the fish feed mill is operational in a few months' time.



### Young people in salmon farming

One of our youngest farm managers, Farquhar MacAskill, who is based at Loch Greshornish, was featured in a new report by the Scottish Salmon Producers' Organisation (SSPO). The report was launched at a Holyrood reception in December and highlighted the number of young people working in salmon farming.

A staggering 710 people between the age of 17 and 30 work in the industry. 24-year-old Farquhar visits a lot of schools to talk about salmon farming as a career. His best advice for young people considering the career? "Show you are keen to learn and not scared of a challenge."

The Holyrood reception was also attended by our very own Clara McGhee from Muck, pictured here with Fergus Ewing, Cabinet Secretary for Rural Economy.



Mowi at Institute of Aquaculture careers event

## A business in growth

**This month, we caught up with Joanna Peeling from HR to find out what 2019 holds in store. "It is a very exciting time at Mowi. We are a business in growth across the board. With growth brings opportunity and we are now close to employing 1,500 people in Scotland. The future is certainly bright."**

### Rewarding career path

"Rarely a day goes by at Mowi without marking a long service award. There is a plethora of roles available here and we have a real focus on internal progression. If somebody shines, then we will do everything we can to find them the right opportunities. Our Shift Leader programme in Rosyth has enabled our top-performing operators and team leaders to develop the skills, knowledge and experience to take on roles at management level and this year we're aiming to create a similar pathway in farming - our Technician Advancement Programme (TAP) will take staff that joined us as an untrained farm technician all the way up to assistant manager and farm manager level.

"My quest is to attract great people into Mowi and the challenge is where to find them. To that end, we are increasing our engagement with educational institutions from schools through to universities. This year we will be attending career fairs in schools and colleges on the west coast as well as Fife.

"We offer apprenticeships and graduate programmes and will also be working closely with the University of Stirling which offers a course from the world-leading Institute of Aquaculture.

"This year we also expect to launch an international exchange programme within Mowi. Piloted initially with our operations in Canada, we look forward to knowledge sharing and really maximising the advantages we have as a global industry leader. This enhances the work we have been doing over the last few years as part of our management programme."

### Employee engagement

"It is important that all staff, at every level of the business, feel they can give us constructive feedback. To facilitate this, please look out for the employee engagement survey which will be launched this month.

"If you have a Mowi email address, you will receive a link to complete it and for those that don't, your line managers will provide you with unique usernames and passwords. The survey is completely anonymous and will give management valuable insights to take forward. We hope to share the key findings of the survey in the summer."

### Fair pay for fair work

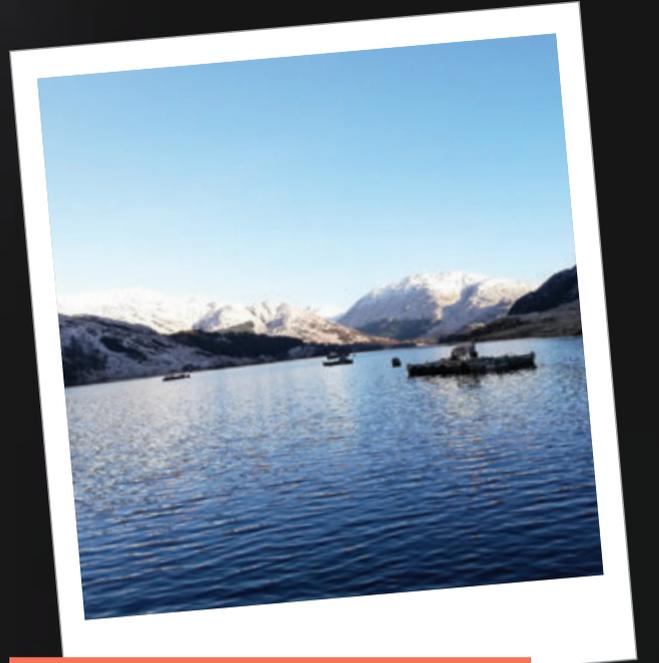
"2019 will also see us undertake a benchmarking exercise on pay and rewards. This will be an internal and external exercise so that we can be confident that we are doing everything we can to retain and attract the best people. Later this year, staff will also be receiving their payslips electronically. This move away from paper will also be extended to booking holiday which will be possible with a couple of clicks on your smartphone."

### Current vacancies

"Final plug! We currently have vacancies at our Rosyth and Blar Mhor processing plants. This is a great way to get a foot in the door at Mowi and could be the start of career progression at the company. Our farms are expanding and we are recruiting a lot of farm technicians. All posts are on our website but I would encourage you to share these vacancies with friends and family."



Mowi on the move



### Photo of the month

Glenfinnan  
Photo submitted by Lauren Chapman  
at Glenfinnan fresh water farm.

## So far, so Mowi!

The rollout of our new brand is well and truly underway. Email addresses have changed to [firstname.lastname@mowi.com](mailto:firstname.lastname@mowi.com) and all our digital channels have changed. If you haven't done so already, please start following us [@MowiScotland](https://www.facebook.com/MowiScotland) on Facebook, [@MowiScotlandLtd](https://twitter.com/MowiScotlandLtd) on Twitter and [@Mowi\\_Scotland](https://www.instagram.com/Mowi_Scotland) on Instagram. Our website address here in Scotland is now [www.mowiscotland.co.uk](http://www.mowiscotland.co.uk) and our global website is [www.mowi.com](http://www.mowi.com)

We will soon announce a branded product line that will provide customers added value in taste, convenience, nutrition and traceability. As our CEO, Alf-Helge Aarskog, explains: "I am really excited that we are now taking the company to the next level. Through implementing our Mowi branding strategy, we will communicate our integrated value-chain from feed to the consumer's plate."

During this first quarter of the year, look out for new signage across all our sites in Scotland as well as updated livery on clothing, vehicles and other items. Send The Scoop your photos featuring our shiny new branding!

## Salmon jerky

If you find it difficult to resist snacking then you might be interested in a healthy alternative to a chocolate biscuit, developed by the team at Rosyth.

Salmon jerky is available at Sainsbury's and meets the growing consumer trend for snacks that are high in protein and low in carbohydrates.

There has been a significant change in mindset in recent years. At Rosyth the team is not just focused on delivering premium products for retailers, at every stage of the process, we are thinking about how we can upgrade offcuts to create compelling consumer products. Salmon jerky is a great example of this. Aside from being a great tasting product, it is also the perfect illustration of out of the box thinking to use every part of the fish that we have grown, and a significant milestone in our aim to achieve zero food waste.



# Responsible use of antibiotics in aquaculture



Meritxell Diez Padrisa (DVM, MRCVS, MSc) spoke to The Scoop about the responsible use of antibiotics in agriculture and the progress being made by the Scottish salmon industry. This follows a recently published report by RUMA (Responsible Use of Medicines in Agriculture) which set up a taskforce in 2016 to deliver on the Government objective of identifying sector-specific targets for the reduction, refinement or replacement of antibiotics in animal agriculture.

In addition to setting a target for antibiotic use, the salmon industry was also tasked with collating antibiotic use data across the whole sector. The Scottish Salmon Producers' Organisation (SSPO) coordinated this process through the SSPO Prescribing Vets Group, which includes representatives from main salmon producers and health contractors. This group has been seen as a real positive by many in Scottish aquaculture as Meritxell explains:

"It means that Mowi vets can share knowledge and information and we all have confidence that the data is being submitted accurately."

## World Health Organisation (WHO)

Before looking at the progress made by the Scottish salmon industry, it is important to understand the issues linked to the use of antibiotics in agriculture. It is widely acknowledged that antibiotics should only be used to treat humans as a last resort. The same principle is true when it comes to animal health. WHO has a list of Highest Priority Critically Important Antibiotics (HP-CIAs). These are the antibiotics that are deemed most necessary to treat

humans. Ultimately, the goal when administering antibiotics is to ensure that bacteria are efficiently killed and do not build up a resistance to that antibiotic which will render the treatment ineffective. Therefore, in treating ill health in humans and in livestock, doctors and vets make calculated decisions before prescribing antibiotics.

Meritxell adds: "It is important to stress that the aquaculture industry does not use any HP-CIAs. This is not the case with other sectors in agriculture. Also the use of antibiotics in aquaculture is low, when compared to other productions."

## Responsible veterinary practice

"Today's vets are more informed and responsible than ever. As with children who are vaccinated in early years to prevent known diseases, 100% of Mowi salmon that appears on supermarket shelves have been vaccinated. Vaccination against bacterial disease, is the best way to reduce antibiotic usage. We want all our fish to have the best start and to be healthy. If a fish becomes sick, we will first take samples from that population in order to establish a diagnosis and know what we are dealing with. If a bacterial problem is confirmed, then we would carry out further testing to specifically determine which bacteria we are facing, and which are the most adequate antibiotics to treat it. It would be with all these results in hand that, an informed decision to treat with antibiotics would be taken. It is also important to say that antibiotics are used as a last resort, and when they are the only alternative left to avoid unnecessary suffering and pain to diseased animals. Not using them in such situations would be unacceptable from a welfare perspective."

Finally, it also needs to be stated, that when antibiotics are used a withdrawal period is established for the treated animals, meaning that they cannot be eligible for harvest until the antibiotic has been excreted and is no longer present in their flesh. This makes the product completely safe."

Besides promoting the responsible use of antibiotics, Mowi is investing in technological advances that can help mitigate the impact of disease. The use of robotic technology to remove mortality from pens is a very good example. This technology allows efficient removal of dead fish from the pens, reducing infection pressure and making disease spread more difficult. This technology has already proved beneficial in multiple occasions.

## Progress against industry target

The overall target set by RUMA for antibiotic usage in salmon is a maximum of 5mg/kg. In 2017, the first time the Scottish salmon industry reported as a whole, the recorded use was 17.2mg/kg. Meritxell puts this into context: "The figure of 17.2mg in the salmon industry is still significantly lower than the average use of antibiotics in agriculture which was reported at 37mg/kg. I also believe that 2017 was somewhat of an anomaly. There were a number of environmental factors that year which resulted in the appearance of bacteria that had not been present for years and where antibiotic treatment was the only solution. I am currently looking at figures for 2018 and only for Mowi but it is highly likely that we will report a significant reduction in the use of antibiotics versus 2017." The Scoop will follow the progress of this topic throughout the year.

## Looking after the physical and mental well-being of our staff



The Scoop spent some time with Mowi's occupational health nurse Shona Miles to understand more about her work and the difference it makes to staff across all levels and locations of the business.

Shona has been with the company for 30 years. Having previously worked for Scottish Pulp and Paper Mills, British Alcan and the Underwater Training Centre, Shona was asked by Dr. Jim Douglas, general practitioner in Fort William, to assist with some research he was undertaking into the links between working in salmon processing and developing asthma. The research, later published in The Lancet, recommended practical measures to minimise the risk of developing occupational asthma.

Shona explains: "That was 30 years ago but the advice given then is still implemented today and I'm pleased to say that the industry as a whole, not just Mowi, has much lower incidences of occupational asthma."

Fast forward to 2019 and Shona is more likely to be recommending a member of staff to a counsellor than liaising with GPs regarding respiratory problems. Shona explains how her role as an occupational health nurse has evolved over the last 30 years.

"I think it's fair to say that life in general is more stressful now and I see more instances of mental health issues. I'd like to stress though that the majority of these cases are related to external pressures and not necessarily triggered by the job. In the early days of salmon farming, by contrast, I used to see far more cases of musculoskeletal problems."

It is the proactive intervention of both the occupational health and the health and safety teams at Mowi that have triggered this change, however, as Shona goes on to highlight:

"Mowi has always been forward-thinking when it comes to occupational health. The management team has always understood that examining the links between work and illness and trialling methods to reduce this is a win-win for both the company and the individual. To give you an example, if I see an employee that is suffering either from musculoskeletal pain or mental health problems then Mowi will work to support that employee before the condition results in them needing to take time away from work – perhaps, for instance, seeking input from an osteopath, a physiotherapist or a counsellor. Early intervention results in much less time off work which benefits everybody."

A lot of Shona's work is around education. Whether

she is providing support and advice to give up smoking, reduce alcohol consumption or highlighting the dangers of tick bites, her role is a broad one. This year she will be focusing on physical and emotional health and advising us to do something that is both good for our physical health as well as allowing the mind to concentrate on something different. This could be anything from dusting off your badminton racket to walking the dog in the woods. Sound advice Shona!



Shona Miles



## Community news

### Portree charity Lucky2BHere receives £8,000 from Mowi at Kyleakin

On Thursday 20th December, staff at the feed mill received defibrillator training from Lucky2BHere at Kyleakin Community Hall. Following the training, the team presented the charity with a cheque for £8,000 to cover the training costs as well as a donation to the charity.

Mowi has been working with Lucky2BHere since the summer of 2017. The charity delivered the first training session to Mowi staff at the fish feed mill in September 2017. Since then the team from Lucky2BHere has delivered an additional three training sessions. Now all staff based at the Kyleakin site have been trained on the use of defibrillators and providing emergency life support.



### From salmon farmers to Santa's helpers

Salmon farming and challenging weather conditions go hand in hand. The weather on Muck just before Christmas, was especially challenging, however. For Mowi, days of strong winds prevented the team getting out to site meaning that fish were fed remotely from the shore base. With cancellations to the ferry service the Mowi team on Muck pitched in to help.

When Colin and Clara travelled to Eigg to collect locals off the ferry from Mallaig, as it looked unlikely that it would be able to berth at Muck, they also offered to take any deliveries back to the island. Little did they realise the significance of their precious cargo. On board were food boxes, mail bags, Amazon parcels, a dog bed and even a Christmas tree.

From salmon farmers to Santa's helpers. All passengers and cargo made it to Muck, unlike the ferry which had to turn back just short of the island!

Read more about being part of island life on Muck on Clara's blog <https://thefishsite.com/articles/why-communities-at-the-heart-of-scottish-salmon-farming>

# From freshwater to sea water



Mowi is pioneering the absolute latest in technology to bring the fish farming experience to life. Whether potential employees of the future, our retail partners, journalists or simply anybody with a curious mind wishing to understand what salmon farming is really all about.

Working with the digital experts at Airborne Lens and using 360 video technology, Mowi will bring the entire lifecycle of a salmon to life in virtual reality.

So far, our Lochboisdale farm on Uist has been filmed and next on the schedule is a hatchery, processing plant, and even a chef preparing a dish with Mowi grown salmon.

Mowi branded 360 viewing stations will soon be appearing at job fairs, our own HQ in Fort William and at industry events.

Watch this space!

## Meet Kevin Kidd

### What do you do at Mowi?

I am a production manager based at Rosyth. I am responsible for the day to day running of production to ensure that our customers get their orders on time. When I first joined Rosyth I was involved in implementing the 5S organisational method (sort, set in order, shine, standardise and sustain). I ensure that we stick to these principles so that we are efficient and working in a good environment.

### What did you do before joining Mowi?

I was in the army for eight years. I joined up when I was just 17 years old. When I left there, I got a job working on the highways doing road repairs for about a year before joining the team at Rosyth. I started as general operator packing salmon on the line. I then got promoted to position of team leader, followed by shift leader before moving into my current position as production manager.

### What do you like most about your job?

For me it isn't just the job itself, deciding to work for Mowi was a lifestyle change. In the army, you spend a lot of time away from home. I left the army because I wanted to spend more time with my family and watch my daughter grow up. The Rosyth plant is literally 300 metres from my front door!

When I first started, it was a shock to the system. I had never worked in a factory before but there was so much support to help me learn quickly from official training programmes to learning on the job from my colleagues.



The role I have now is challenging and fast paced and I am grateful to Mowi for the opportunities I have been given. I think I'm a really good example of somebody who has worked hard, shown the right attitude and reaped the rewards. If I can do it so can others.

### What do you do in your spare time?

I'm pleased to say that my lifestyle has completely changed since working for Mowi. I do spend more time with my family and I even manage to play golf at the weekend, and sometimes even after work in the summer.

There is a great team of people at Rosyth and I enjoy spending time with them outside the factory too. I am part of the social committee and I help to organise regular events to bring the team together. Whether it's a summer family fun day, a Christmas pantomime or a January Christmas Burns Bash, it's nice to let your hair down every once in a while.

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